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Financing of the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991

Proposed requirements of the International Tribunal for the Former Yugoslavia for 2000

Report of the Advisory Committee on Administrative and Budgetary Questions

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I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered an advanced version of the report of the Secretary-General on the proposed requirements for the year 2000 of the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991 (A/54/518). The Committee also had before it the annual budget performance report of the International Tribunal for the Former Yugoslavia for the year ended 31 December 1998 (A/54/395) and the report of the Secretary-General on conditions of service for the judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda (A/C.5/54/30). During its consideration of the reports, the Committee met with the Prosecutor and the Registrar of the Tribunal and with representatives of the Secretary-General, who provided additional information. The recommendations of the Advisory Committee on the report of the Secretary-General on conditions of service for judges are contained in its report on the International Criminal Tribunal for Rwanda (A/54/646).

2. The Advisory Committee points out that it had to consider the report of the Secretary-General on the International Tribunal for the Former Yugoslavia under great time pressure and that it has operated under these constraints for a number of years. The Committee stresses the importance of receiving these budget estimates no later than 1 October of the year during which they are considered.

3. The Advisory Committee had to consider the estimates without the benefit of the results of the report of the Expert Group to Conduct a Review of the Effective Operation and Functioning of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda (A/54/634) requested by the General Assembly in its resolution 53/212 of 18 December 1998. The report of the experts was transmitted to the Chairman of the Committee by the Secretary-General on 17 November 1999. In the opinion of the Committee, the report should be submitted to the International Tribunals. The Tribunals should indicate which of the recommendations are being or will be implemented and which cannot be implemented. The Committee will revert to the matter on the basis of those indications at the first part of the fifty-fifth session of the Assembly.

4. In paragraph 23 of its resolution 53/212, the General Assembly decided to revise the level of the 1998 appropriation for the International Tribunal for the Former Yugoslavia to a total amount of $68,314,500 gross ($61,941,400 net), which reflected the redeployment of resources based on expenditure forecasts as at 31 August 1998. Expenditures in 1998 amounted to $65,573,800 gross ($59,363,300 net), resulting in an unencumbered balance of $2,740,700 gross ($2,578,100 net), or approximately 4 per cent of the revised 1998 appropriation (see A/54/395, paras. 5-7). Variances between the revised 1998 appropriation and the expenditures incurred are explained in the performance report (ibid., paras. 7-19). The underexpenditure was mainly due to savings in the use of general temporary assistance, defence counsel fees, supplies and materials and audio-visual equipment. The Advisory Committee recommends that unutilized balances be credited to Member States in such a manner as the General Assembly deems appropriate. The annex to the performance report shows a comparison between workload indicators projected for 1998, as at August 1998, and actual workload indicators for activities implemented in 1998. The Committee recommends that in the future the performance reports clearly show the actual staff on board, by category of personnel, as compared with the authorized staffing for the related period.

5. In its resolution 53/212, the General Assembly also decided to appropriate to the Special Account for the International Tribunal for the Former Yugoslavia a total amount of $103,437,600 gross ($94,103,800 net) for 1999. Upon request, the Advisory Committee was provided with expenditure forecasts for 1999, amounting to $85,890,600, as at November 1999 (based on expenditure data as at 30 September 1999), reflecting a projected unencumbered balance of $8,213,200, or 8.7 per cent of the 1999 appropriation (see annex I to the present report). Detailed explanations of significant variances between budgeted expenditures and forecast expenditures were also provided to the Committee.

6. Annex VI to the financing report (A/54/518) provides the status of voluntary contributions received, as at 30 September 1999, for the Voluntary Fund set up for the Tribunal. Upon request, the Advisory Committee was provided with updated information. As at 31 October 1999, an amount of $29,004,320 was received for the period 1994-1999, including $5,844,792 earmarked for exhumations. Total trust fund expenditures for the period 1994-1999 amount to $18,223,576, including $6,448,398 spent on exhumations since 1997. Prior to 1997, expenditures of exhumations were not recorded separately.

7. The Advisory Committee notes that a number of its previous recommendations have been taken into account in the format of the budget for 2000, which have been summarized in annex VII to the report. Annex VII also contains follow-up action taken to implement relevant recommendations of the Office of Internal Oversight Services. In the future, when applicable, the Committee requests that actions taken to implement recommendations of the United Nations Board of Auditors should also be included. With respect to the workload indicators, however, the Committee believes that further efforts should be made to improve their presentation. In various instances performance data described in the narratives of the report are not included in or consistent with the items listed under workload indicators in annex V (e.g., the workload data of the Chambers for the period 1998-1999, as described in paragraph 18 of the report, are not reflected in annex V, and the number of investigations mentioned in paragraph 31 is different from that listed in annex V).

8. The Advisory Committee reiterates its view that there is a need to relate indicators to resource needs. A mere presentation of workload data, especially for a very short time span, is not in itself of much help to the Committee or to the General Assembly in determining resource requirements. The indicators need to be analysed and the result of such analysis presented as the basis to support the resources requested in the budget estimates. In the view of the Committee, this approach would make the indicators more meaningful than they are at present. In a number of instances, increases in resources are requested even though indicators show no marked increases or in some cases decreases in workload (e.g., workload data for the Victims and Witnesses Section and for the Security and Safety Section).

9. The Advisory Committee was informed, upon request, that up to now, 91 individuals have been indicted, 31 accused persons are in custody and one individual is serving sentence.

10. A number of countries, namely Austria, Finland, Italy, Norway and Sweden, have entered into agreements with the Tribunal for the enforcement of sentences. In addition, the Advisory Committee was provided with a detailed analysis of indictments, arrest warrants and detainees, which is also available in a fact-sheet format on the Tribunal's Internet Web page. The Committee notes that since its inception there have been five judgements of the Trial Chambers resulting in eight sentences, one judgement pending and two ongoing ones. The Committee was informed, upon enquiry, that total expenditure for the Tribunal for the period 1993-1998, with forecasts through November 1999, amounted to approximately $251 million.

II. Resource requirements for 2000

11. The resources proposed for 2000 under the assessed budget amount to $110,670,900 gross ($100,251,100 net), reflecting a resource increase of $6,147,300 net, or a 6.5 per cent increase over the 1999 appropriation of $94,103,800 net (A/54/518, table 1). Total extrabudgetary resources for 2000 are estimated at $5,801,100, as compared with estimates for 1999 of $3,905,000 (ibid., table 2). Taking into account the estimated unencumbered balances for the years 1998 and 1999 mentioned in paragraphs 4 and 5 above, in annex IX to the financing report it is proposed that an amount of $99,730,200 gross ($89,473,000 net) be assessed on Member States for 2000.

12. The Advisory Committee requests that, in the future, the overall resource tables show the total miscellaneous income, including interest income, that may have accrued to the Special Account of the Tribunal, with corresponding explanations in the narratives of the report.

13. As indicated in paragraphs 10 and 39 (b) of the budget report, the proposed increase of $6,147,300 is driven mainly by increased requirements for general temporary assistance in the Office of the Prosecutor, which includes the conversion of the exhumation projects in Bosnia and Herzegovina ($1,204,200) and in Kosovo ($1,770,000) from extrabudgetary resources to the assessed budget; the increased scope and level of investigative activities related to Kosovo and the processing of documents seized under search warrants in Bosnia and Herzegovina and in Kosovo ($1,128,600); and provision for temporary analysts for the military analysis team and leadership research team ($676,000).

14. The proposed staffing table for 2000 comprises 882 assessed budget posts (not including 14 judges) and 14 extrabudgetary posts, reflecting an increase of 98 assessed budget posts (46 Professional and 52 General Service) and 14 reclassifications. The Advisory Committee was provided with detailed organization charts of each organ of the Tribunal, identifying proposed new posts, reclassifications and staff redeployments for 2000 (see annex II to the present report).

15. For 2000, 41 additional posts (25 Professional and 16 General Service) are requested for the Office of the Prosecutor and 57 additional posts (21 Professional, 23 General Service and 13 Security Service personnel) are

requested for the Registry. Ten reclassifications are proposed for the Office of the Prosecutor and four for the Registry. As discussed below, for 2000, the Advisory Committee recommends approval of 64 additional posts (24 for the Office of the Prosecutor and 40 for the Registry). The Committee recommends against approval of 17 additional posts in the Office of the Prosecutor and 17 additional posts in the Registry for 2000. In addition, the Committee recommends acceptance of six reclassifications in the Office of the Prosecutor and three in the Registry.

16. Annex I to the financing document (A/54/518) shows the budgetary assumption used to prepare the estimates for 2000. With regard to vacancy factors, the Advisory Committee notes that a factor of 60 per cent for the Professional category and 50 per cent for the General Service level was used for the proposed new posts. For existing posts, rates of 10 per cent and 5 per cent were used for Professional and General Service posts respectively. In annex VII to the report it is indicated that, with regard to the recruitment process, the Tribunal received delegation of authority to classify posts up to the P-4 level on 1 June 1999, thus shortening the recruitment cycle by about three months. The combined vacancy rates for new and existing posts as at 30 September were 11.5 and 8.6 per cent for Professional and General Service staff, respectively. The Committee agrees with the view that the budgetary assumptions used for the budget proposals for 2000 are reasonable in relation to the actual vacancy rates in 1999.

A. Chambers

17. As shown in table 4 of the financing document, the resource requirement for the Chambers for 2000 amounts to $2,664,700, as compared with $2,601,400 for 1999. The requirements under the Chambers include $2,584,500 for salaries and allowances of judges and the provision, at the maintenance level, of $15,000 for the services of consultants and experts and $65,200 for travel of the President and judges of the Tribunal (see A/54/518, paras. 25 and 26). The increase in requirements of $63,300 reflects the increase in pensions for judges, partially offset by a decrease in common costs for judges (see ibid., paras. 23 and 24). For 2000, as for 1999, legal and secretarial support for the Chambers is budgeted under the provisions for the Chambers Legal Support Section of the Registry (see ibid., para. 22).

18. The Advisory Committee notes that, for 2000, the Chambers intends to significantly reduce the amount of time detainees await trial, as well as the length of trials and the appeals process (see ibid., paras. 14 and 20). There has been a marked increase in the length of detention for the indictees in the Tribunal's Detention Unit, contrary to the Statute's requirement that detained persons be given expeditious trials. In the course of 1998-1999, the number of cases in the Trial Chambers has doubled and the number of individuals awaiting trial has almost tripled (that is, from 7 cases involving 10 accused in 1997 to 14 pending trials involving 29 accused) (see ibid., para. 18). Upon request, the Committee was provided with detailed explanations of the procedural improvements that have been implemented to increase the speed of trials and appeals and improve case management, without undermining principles of due process and fairness.

19. The Advisory Committee is of the view that a mere increase in resources for the Chambers may not significantly alleviate the problems identified above. Further judicial steps would need to be taken in this regard.

B. Office of the Prosecutor

20. The resource requirement of the Office of the Prosecutor for 2000 amounts to $36,766,300 gross ($31,791,700 net of staff assessment), reflecting an increase of $5,468,600 gross ($4,956,400 net) over the 1999 appropriation of $31,297,700 gross ($26,835,300 net). In addition, for 2000, it is estimated that an amount of $3,680,000 would be available under extrabudgetary resources, as compared with estimates of $2,920,000 for 1999 (see ibid., table 5).

21. For the Office of the Prosecutor, staffing requirements for 2000 comprise 387 posts (247 Professional and 140 General Service), reflecting an increase of 41 new posts (25 Professional and 16 General Service), as compared with 346 posts in 1999 (see ibid., table 6). Of the 41 proposed new posts for 2000, 29 relate to Kosovo investigations (see paras. 24, 30, 32 and 34 below) and 12 to appeals and other increases in workload (see paras. 23, 24 and 32 below). The Advisory Committee notes that, in accordance with paragraph 22 of General Assembly resolution 53/212, for the year 2000, as in 1999, the posts proposed for the Office of the Prosecutor include five Professional and two General Service posts in The Hague that were funded in 1998 against the budget of the International Criminal Tribunal for Rwanda.

22. The staffing proposal of the Office of the Prosecutor also includes the reclassification of 10 posts: 3 P-4 legal adviser posts to the P-5 level, 1 P-3 legal officer post to the P-4 level, 3 P-2 military intelligence posts to the P-3 level

and 3 P-2 criminal intelligence analyst posts to the P-3 level (see ibid., para. 38 and annex II, paras. 17, 22, 32 and 33).

23. It is proposed that an Appeals Unit be established in 2000 in the Office of the Prosecutor. This new unit would include two P-5 Appeals Counsel (one from the International Tribunal for the Former Yugoslavia and one from the International Criminal Tribunal for Rwanda) and the P-4 and P-3 legal officers (Rwanda Tribunal) based in The Hague. It is proposed to establish two new legal officer posts (1 P-4 and 1 P-3) to assist the Appeals Counsel on appeals in the International Tribunal for the Former Yugoslavia (see ibid., para. 29 and annex II, paras. 1-7). The Advisory Committee has no objection to these proposals.

24. It is also proposed to establish one new P-2 post for the Chief of the Trial Support Unit, two new legal officer posts at the P-3 level in the Investigation Team Legal Advisers Unit (for additional workload related to Kosovo), one General Service post for a research assistant in the Legal Advisory Section and seven General Service posts for computer systems and records personnel in the Information and Evidence Section (see ibid., annex II, paras. 12, 16, 21, 50-54, 60 and 61).

25. The Advisory Committee is not persuaded of the need for a P-2 post for Chief of the Trial Support Unit. In the view of the Committee the function described in the financing report (see ibid., annex II, para. 12) should be assigned to one of the staff in the Unit. The Committee also recommends against approval of the request for two additional P-3 legal officer posts for the Investigation Team Legal Advisers Unit at Headquarters (see ibid., annex II, para. 16); the Unit already has 14 legal advisers (13 P-4 and 1 P-3), who should provide the necessary headquarters support to investigation activities, including those associated with Kosovo.

26. With respect to the reclassification of three P-4 legal adviser posts to senior legal advisers at the P-5 level (see ibid., annex II, para. 17), the Advisory Committee notes that the proposal is based on the assumption that one person, the Chief of Prosecutions, cannot supervise 30 staff along with staff in other sections. The Committee does not consider this to be a convincing argument and accordingly does not recommend approval of the proposed reclassifications.

27. A new General Service post is requested for a research assistant in the Legal Advisory Section (see ibid., annex II, para. 21). The Section is composed of nine Professionals (1 P-5, 3 P-4 and 5 P-3) and one General Service post. The new post would provide support for the research aids and other paralegal assistance to the Section. In the opinion of the Advisory Committee, the use of new technology by the Professionals in the Section should make it possible for the Section to work with the support currently available. The Committee recommends that the required functions be carried out through redeployment.

28. The reclassification of one P-3 legal adviser post to the P-4 level in the Legal Advisory Section (see ibid., annex II, para. 22) appears to be based mainly on the level of the targets of investigation. The Advisory Committee is not persuaded by this argument and recommends against the proposed reclassification.

29. As indicated in the financing report, the Prosecutor has determined that to fulfil the mandate of the Tribunal, 36 investigations must be completed (ibid., para. 31). These 36 investigations would involve 150 suspects or accused persons, and the objective is to bring them to the indictment stage by the end of 2004. At the time of the hearings of the Advisory Committee, 19 of those investigations had been started.

30. To respond to the investigative needs in Kosovo in 2000, the Tribunal proposes to establish an additional team for Kosovo in the Investigation Division of the Office of the Prosecutor, thus making a total of 11 investigation teams, with 2 teams dedicated to Kosovo (see annex II to the present report). It is proposed to establish a new P-5 post for the Investigation Commander of the Kosovo teams and one P-4, five P-3 and six P-2 posts for investigators in the two Kosovo teams (see ibid., annex II, paras. 26 and 41).

31. For the reasons provided in the financing report (see ibid., annex II, para. 26), the Advisory Committee agrees with the proposed establishment of a new P-5 post for the Investigation Commander for Kosovo. The Committee also agrees with the proposal to strengthen the existing investigation team for Kosovo by approving three additional P-2 investigator posts. The Committee notes that the second Kosovo team would be located partly in The Hague, and the remainder would be deployed to the Pristina office. In this connection, the Committee recalls its report on the revised budget estimates for 1998 and proposed requirements for 1999 of the Tribunal (A/53/651, paras. 21, 40 and 41). In view of the inherent flexibility in the use of investigative resources, the Committee believes that additional investigative work in Kosovo could be carried out by reassignment of personnel from the existing 10 teams of the Investigation Division (see annex II to the present report). The Committee therefore recommends against approval of one P-4, five P-3 and three P-2 posts.

32. Other posts proposed for the Investigation Division for 2000 include 1 new P-3 post for a demographer in the Leadership Research Team, 2 new P-3 posts for a legal officer and an investigator in the Fugitive Intelligence and

Sensitive Sources Unit and 10 new posts for the proposed field offices in Pristina and Skopje (2 P-4, 2 P-2 and 6 General Service) (see A/54/518, annex II, paras. 29, 36, 46 and 47). With the exception of one P-3 post for an investigator, the Advisory Committee agrees with the above proposal.

33. For the reasons given in the financing report (see ibid., annex II, paras. 32 and 33), the Advisory Committee also agrees with the proposed reclassification of six P-2 military intelligence and criminal intelligence analysts to the P-3 level.

34. Two General Service posts are proposed for the Administrative Support Pool in view of the addition of a second Kosovo team: one for an investigation assistant and the other for a language assistant (see ibid., annex II, para. 44). The Advisory Committee notes that a secretarial post will be redeployed from the Prosecution Division to provide additional support for the Investigation Commander. The Committee recommends approval of one General Service post for the language assistant. The Committee is not convinced of the need for an additional investigation assistant post.

35. Five General Service posts are requested to provide translation coordination, computer scanning and records management services in the Evidence Unit (see ibid., annex II, paras. 50-54). The Advisory Committee notes that there are approximately 1,000 translation requests per month that would be handled by the translation coordinator and that it is estimated that in 2000 approximately 80,000 pages will need to be translated (see ibid., annex V). Furthermore, the Committee notes that there is a backlog of 300,000 pages that need to be processed in the Evidence Unit. For the reasons given in the report, the Committee agrees with the request for five General Service posts: one for a translator coordinator, two for computer systems assistants and two for records clerks.

36. A request for two General Service posts is made for computer support (see ibid., annex II, paras. 60 and 61). One of the reasons given for requesting a General Service post for a computer information systems clerk (software support) is the expectation that the additional computer systems being developed by the Systems Development Unit during 1999 and 2000 will increase even further the demands on the two existing staff members. It is proposed to increase by two the present complement of nine computer information system clerks (integration clerks). In the opinion of the Advisory Committee, it has not been clearly explained how the increase in investigations has led to a consequential increase in the workload of the nine computer system clerks, thus necessitating the request for additional clerks. Accordingly, the Committee does not recommend approval of the request.

37. Provision under other staff costs for the Office of the Prosecutor in 2000 amounts to $4,868,800, reflecting an increase of $3,051,800, or 168 per cent, as compared with $1,817,000 appropriated for 1999. This includes provision of $90,000 for overtime requirements of General Service personnel and $4,778,800 for general temporary assistance. The latter amount is for indexing of documents seized under search warrants ($1,128,600), temporary analysts for the Military Analysis Team and the Leadership Research Team of the Investigation Division ($676,000) and exhumations ($2,974,200). The provision for exhumations includes requirements for the exhumation projects in Bosnia and Herzegovina ($1,204,200) and in Kosovo ($1,770,000) (see A/54/518, para. 39). Subject to the discussion in the paragraphs below, the Advisory Committee recommends acceptance of the request for resources under other staff costs.

38. The Advisory Committee was informed that the exhumation project had in the past been supported by voluntary contributions to the Tribunal's trust fund. Over the past three years, however, it has become more difficult to raise the necessary funding from voluntary contributions. In 1999, the Office of the Prosecutor received pledges amounting to $3,760,000 for the exhumation project in Bosnia and Herzegovina, but there have been significant delays in the receipt of contributions. The Prosecutor has determined, on the basis of experience, that the project yielded crucial evidence in a number of cases and that it should not be threatened by the uncertainty of extrabudgetary funding. For 2000, therefore, it is proposed to include in the assessed budget the costs of the exhumation project in Bosnia and Herzegovina and the costs for the continuation of the forensic work initiated in 1999 in Kosovo.

39. The Advisory Committee was informed that it is planned to extend the project in Bosnia and Herzegovina in 2000 for seven months due to climatic factors. Field exhumations are to be performed at about nine sites. Based on past experience, it is expected to recover approximately 100 bodies. There will be a mortuary in Visoko. The majority of sites will be around the Prijedor area in northwestern Bosnia and are related to existing public indictments.

40. With regard to the Kosovo project, in 1999 forensic work has been completed on 120 sites in Kosovo, and 340 additional sites have been identified (see A/54/518, para. 6). It is indicated in the financing report (ibid., para. 39 (b) (iii))

that a selected number of mass graves uncovered in 1999 will be investigated in detail in 2000 by two exhumation teams composed of 66 personnel. The Advisory Committee was informed that it is expected that the two teams will conduct exhumations at approximately 30 sites each.

41. At the time of the hearings of the Advisory Committee, approximately 360 identified crime sites required forensic investigative work. As more sites are being reported to the Office of the Prosecutor, it is assumed that 60 additional sites will be identified by 2000. The Committee was informed that the projected additional cost of such an operation in Kosovo, if it were to be implemented fully, would be approximately $15,588,700, as follows:

Other staff costs	$6 473 300
Travel	1 392 400
General operating expenses	2 030 700
Equipment	5 366 300
Supplies and materials	326 000
Total estimated costs	**$15 588 700**

42. The Advisory Committee points out that the estimates do not contain any information on the funding of the activities described above. The Committee requests the Secretary-General to further clarify this issue in the Fifth Committee.

43. The provision of $2,544,100 is proposed for travel requirements of the Office of the Prosecutor, reflecting growth of $587,900 over the 1999 appropriation of $1,956,200. The Advisory Committee recommends approval of the travel budget for the Office of the Prosecutor for 2000 at the same level as the projected expenditure for 1999, namely, $2,295,000 (see ibid., para. 41, and annex I to the present report).

44. The proposed provision for contractual services in the Office of the Prosecutor for 2000 amounts to $66,100, reflecting no resource growth as compared with the 1999 appropriation. The Advisory Committee recommends approval of the provision for contractual services in the Office of the Prosecutor for 2000 at the same level as the projected expenditure for 1999, namely, $49,700 (ibid., para. 42, and annex I to the present report).

C. Registry

45. The resource requirement for the Registry for 2000 amounts to $71,239,900 gross ($65,794,700 net of staff assessment and other income), reflecting an increase of $1,701,400 gross ($1,127,600 net of staff assessment and other income) over the 1999 appropriation of $69,538,500 gross ($64,667,100 net of staff assessment and other income). In addition, in 2000 estimated extrabudgetary resources, amounting to $2,121,100, will be administered by the Registry, as compared with $985,000 in 1999 (see A/54/518, table 7).

46. For the Registry, the staffing requirements in the proposed assessed budget for 2000 comprise 495 posts (189 Professional, 194 General Service and 112 security personnel), including the creation of 57 posts (21 Professional, 23 General Service and 13 security personnel). In addition, the proposed requirements for 2000 include 14 extrabudgetary posts (1 P-3 and 13 General Service) (see ibid., table 8). The staffing proposal of the Registry for 2000 also includes the reclassification of four posts. Paragraphs 62-129 of annex II to the financing report (A/54/518) provide in some detail justifications for the 57 new posts and 4 reclassifications, of which 12 new posts are explained as being related to Kosovo.

47. The Advisory Committee recalls that for the Registry the staffing requirements in the proposed budget for 1999 comprised 456 posts (176 Professional, 181 General Service and 99 security personnel), including the addition of 171 posts (56 Professional, 87 General Service and 28 security personnel), which included 46 additional posts requested in the revised 1998 budget and 10 General Service posts for the Chambers shown under the Registry in the 1999 budget (see A/53/651, paras. 24, 26, 30 and 50). The Committee had recommended approval of 101 additional posts for the Registry for 1999 and 42 additional posts for 1998 (and against approval of 14 additional posts for 1999 and 4 additional posts for 1998).

48. As indicated in the financing report (A/54/518, para. 50) 12 of the 57 proposed new posts are identified as being related to Kosovo. Of the total, 17 are requested to strengthen judicial support for the Chambers, 4 are for general legal services, 3 are for the Office of the Registrar, including public information services, and 33 are for administrative services. As can be seen from the paragraphs below, the Advisory Committee recommends that priority be given to legal and judicial support and to language-related services in the administrative area.

49. Two new posts are proposed for the Office of the Registrar: a special assistant post at the P-4 level and an administrative clerk at the General Service level (see ibid., annex II, paras. 69 and 70). The Advisory Committee notes that the Registrar currently relies on the services of an associate legal officer (P-2) to support her office and that it is proposed to redeploy this post to the new Legal Division (see ibid., annex II, para. 67).

50. The Advisory Committee sees no justification in requesting a P-4 post for special assistant to perform functions previously performed by a P-2 legal officer. The Committee questions the rationale for proposed redeployments leading to requests for additional positions. Accordingly, the Committee recommends that the functions of the proposed posts be carried out through internal redeployment. The same procedure should be followed with respect to the request regarding a General Service post for administrative work related to increased information activities and for a new P-3 special assistant post for the Deputy Registrar (see ibid., annex II, paras. 73 and 75).

51. The request for additional staff for the Chambers Legal Support Section is explained in detail (see ibid., annex II, paras. 76-86). A total of 12 Professional (1 P-5, 4 P-3, 7 P-2) and 1 General Service post is requested. It is recalled (see ibid., annex II, para. 81) that the Advisory Committee had previously recommended against approval of four additional legal officer posts (1 P-4 and 3 P-2) (see A/53/651, para. 25). On the basis of the information given in the budget proposal and taking into account the increasing judicial workload of the three Chambers, the Committee recommends approval of these posts.

52. The Advisory Committee also recommends approval of the two proposed General Service posts in the Court Management and Support Section (see A/54/518, annex II, paras. 87-92), including the proposed reclassification of a P-2 post to the P-3 level for the Chief of the Archiving Unit.

53. As regards the proposals for the Legal Division (see ibid., annex II, paras. 93-103), the Advisory Committee recommends approval of two P-2 associate legal officer posts for the Registry Legal Support Unit and two General Service posts for the Victims and Witnesses Section. However, the Committee questions the rationale for establishing a new division instead of a section for the functions described in paragraph 93 of annex II to the report. The Committee notes that for 2000 there are a number of sections in the Tribunal with a considerable number of staff that are not classified as divisions. The Committee cautions against the tendency to inflate the organizational nomenclature with the consequent temptation to request higher-grade posts. Accordingly, the Committee requests a review of this matter and pending the result of such review, does not recommend approval of the proposed reclassification of P-5 to D-1 for the post of General Counsel.

54. The proposals for new posts in the Administrative Support Division include 5 Professional, 15 General Service and 13 security personnel (see ibid., annex II, paras. 104-129). In this connection, the Advisory Committee requested clarification as to the arrangements for security cooperation with the United Nations Interim Administration Mission in Kosovo (UNMIK) on matters such as personnel, police protection and premises, as well as in administrative services such as travel arrangements, procurement, air services in the field and so on. The Committee was informed that the International Tribunal for the Former Yugoslavia and UNMIK had entered into a common services agreement for administrative and operational services in Kosovo. Initially, staff of both the Tribunal and the Department of Peacekeeping Operations were deployed to Kosovo to establish an infrastructure for mission work. The Tribunal contributed staff with architectural/building management skills, as well as communication technicians and logistical and administrative (financial) staff. The Department of Peacekeeping Operations provided engineering, managerial, electronic, financial services and other support staff with field mission experience. The teams worked jointly to identify office space and residential housing, to establish supply lines and to set up communications throughout the region. In particular, the Tribunal technicians were instrumental in setting up the regional communications network using Department of Peacekeeping Operations equipment, preparing the initial security assessments required by Headquarters and providing direct assistance in setting up payroll and other financial structures. In return, the Department of Peacekeeping Operations was able to use its engineering and logistical staff to secure office space and make it habitable, re-establish water supplies and electrical service and provide transportation. The Tribunal received the benefit of vehicles for use during its 300-person exhumation project in Kosovo, including the provision of vehicle radios for regular and emergency communications. The Tribunal received office space, use of furniture, supplies, telephone lines, drinking water and administrative support services, such as the delivery of cash (in the absence of a local banking system). No direct costs have been incurred as a result of the provision of these goods and services. The cooperative efforts of the Tribunal and the Department of Peacekeeping Operations provided significant benefits to both the Tribunal and to the Department/UNMIK.

The common services agreement is open-ended and will continue as long as needed.

55. The Advisory Committee has no objection to the proposed P-3 administrative officer to be posted in Pristina, with responsibility for all administrative matters in the Pristina and Skopje offices, and the General Service post of welfare assistant (see ibid., annex II, paras. 107 and 108).

56. New posts for security personnel, comprising one in Zagreb, two in Belgrade, five in Pristina and five in Skopje, are requested (see ibid., annex II, paras. 109-113) in order to support new field offices as well as to strengthen the current arrangements in the existing field offices.

57. It is anticipated that the office in Belgrade will re-open in 2000 (see ibid., annex II, para. 111). The Advisory Committee sought clarification on how the costs for the posts in Belgrade were calculated and the status of the agreement entered into with the Government to reopen the office. The Committee was informed that the report included the following provisions for the Belgrade field office:

(a) Posts: P-4 Head of Mission; P-2 operations officer; General Service (Other level) secretary; 2 security officers;

(b) Accommodation: rental provision, nil; cleaning, $10,600; utilities, $2,900;

(c) Communications: $15,000.

The Committee was informed that the Federal Republic of Yugoslavia had refused visas to Tribunal staff since the autumn of 1998. Under the circumstances, the Committee recommends that no funds be appropriated for the Belgrade field office at this stage for two security personnel, office accommodation and communications. When the office is re-opened, the related costs could be included in the performance report.

58. Three additional posts are requested (see ibid., annex II, paras. 115-117) for the Finance Section of the Administrative Support Division: a P-2 post of Treasurer, who will act as principal signatory of the Tribunal and supervise the work of the Cashier's Office and the Treasury Unit, and two General Service posts, one to provide assistance with cash disbursements in the field and the second to assist in the processing of the payroll.

59. The Advisory Committee recalls its observation with regard to the 1999 proposal, as well as for the 1998 revised estimates, that it appeared that an attempt had been made to cover every eventuality and that little effort had been made to absorb some of the additional workload and function (A/53/651, para 47). The Committee reiterates this view with regard to some of the requests contained in the proposed 2000 budget. In the Finance Section, for example, for the 1999 budget, the existing staff resources (1 P-3, 1 P-2 and 6 General Service posts) were augmented by the addition of eight new posts (1 P-2 and 7 General Service), and the Chief of the Section was reclassified from the P-3 to the P-4 level; five of the seven new General Service staff were proposed for finance assistants in the functions of payroll supervisor and payroll assistant in order to assist processing of the increased number of personnel, field staff and monthly salary payments (A/C.5/53/13, paras. 85 and 86). The Committee is of the view that the functions described in the financing report for 2000 (A/54/518, annex II, paras. 115-117) for the three proposed new posts should be assigned to the present staff complement of the Finance Section. This is an area where automation can lead to higher productivity and obviate the need for additional personnel. The Committee, therefore, recommends against the establishment of three additional posts for this Section (1 P-2 and 2 General Service).

60. The Advisory Committee recalls that for the 1999 budget, the existing staff resources of the Human Resources Section (1 P-5, 1 P-3, 1 P-2 and 6 General Service posts, 2 of which are funded from extrabudgetary resources) were augmented by five additional General Service posts (A/C.5/53/13, para. 87). For the proposed 2000 budget, three new General Service posts are requested for the Human Resources Section (A/54/518, annex II, para. 119). However, the Committee finds scant justification for this request. For example, the Committee notes that an administrative assistant post is requested because the Chief of Section is frequently absent from the office to attend meetings, interviews and other activities. Accordingly, the Committee does not recommend acceptance of the proposed three additional General Service posts and requests that their functions be absorbed. The Committee supports, however, the reclassification of the staff administration officer post from P-2 to P-3 for the reasons indicated (see ibid., annex II, para. 120).

61. Requirements for conference and language services include two P-3 posts for translators, two General Service posts for language assistants and two General Service posts for text-processing clerks (see ibid., annex II, paras. 121-124). Upon enquiry, the Advisory Committee was informed that the vacancy rate in the language services was 12.6 per cent as at November 1999 (see annex III to the present report). The Committee was informed that the Tribunal had frequent difficulties in recruiting qualified language staff. The Committee notes (see ibid., annex II, para. 123) that the request is in accordance with the recommendations of the

Trial Chambers to speed up trial proceedings and that, given the number of trials with several co-accused, Office of the Prosecutor teams will require greater back-up support in expediting their work, using the help of language assistants. The Committee also notes that at present there are 2 text-processing clerk posts supporting 46 English translators and 2 posts supporting the French translators (ibid., annex II, para. 124). The Committee recommends acceptance of the proposal.

62. One P-2 and four General Service posts are proposed for the Electronic Support and Communications Section and one General Service post is proposed for the General Services Section (see ibid., annex II, paras. 127-129). The Advisory Committee recommends approval of the establishment of the new P-2 post for a Reality system administrator as proposed. The Committee recommends against approval of the proposed five additional General Service posts and requests that the functions be absorbed.

63. The proposed provision for other staff costs amounts to $4,894,900, reflecting a decrease of $62,400 as compared with the 1999 appropriation of $4,957,300 (see A/54/518, table 7). The decrease in requirements relates mainly to the planned changeover from direct to remote court reporting in French in the second half of 2000, partially offset by increased requirements under temporary assistance for the screening of seized documents, for the exhumation projects and for overtime to support investigations in Kosovo (see ibid., annex II, para. 51). Proposed requirements would include provisions for overtime ($512,200), temporary assistance for translation and interpretation ($368,100), verbatim reporting ($819,900), and field interpretation ($896,500), as well as general temporary assistance for document screening projects ($1,487,500), peak exhumation project workloads ($213,800), field security ($311,800) and other general temporary assistance requirements ($285,100), relating to the replacement of General Service staff on annual, sick or maternity leave, or to cover unforeseen requirements or peak workloads.

64. The Advisory Committee welcomes the replacement of direct court reporting by remote reporting. The Committee notes that under the Registry, the Tribunal realized savings in 1998 of $501,200 under other staff costs and that expenditure for other staff costs in 1999 are forecasted to be reduced by about $1,752,900, or 35 per cent of the 1999 appropriation of $4,957,300 (see A/54/395, para. 9 (b), and annex I to the present report). Based on prior experience, the Committee recommends that an appropriation of $4,405,410 be approved, reflecting a reduction of approximately 10 per cent from the proposed amount.

65. A provision of $89,800 is requested to cover costs related to expert witnesses ($58,000) and language support and archiving ($31,800) (see A/54/518, para. 52). For the reasons given in the report, the Advisory Committee recommends acceptance of this proposal.

66. The proposed travel budget of $2,364,000 reflects a decrease of $569,900, due mainly to the smaller number of witnesses estimated for 2000 (see ibid., para. 53). Experience in 1997-1998 has shown that the length of stay of witnesses can vary significantly, depending on the number of defendants and the complexity of the case. In 1998, the Tribunal realized savings under the Registry's travel budget of $175,300, mainly in the area of witness travel (see A/54/395, para. 12 (b)). In 1999, under the Registry, travel savings are projected at $962,400, or 33 per cent of the appropriation (see annex I to the present report). Based on prior experience, the Advisory Committee recommends that an appropriation of $2,127,600 be approved for the Registry's travel budget, reflecting a reduction of approximately 10 per cent from the proposed amount.

67. The Registry's requirements for contractual services are estimated at $19,649,200, reflecting an increase of $1,005,900, owing to the revised detainee service agreements, the commencement of French verbatim reporting by an institutional contractor and increased requirements for contractual translation to meet urgent requirements caused by trial and appeal activities (see A/54/518, para. 54).

68. The Advisory Committee notes that the bulk of the request for contractual services is for defence counsel ($13,900,000), representing approximately 13.8 per cent of the total net expenditure projected for the Tribunal in 2000. As indicated in the financing report (see ibid., para. 54 (a)), the estimate is calculated on the basis of 40 indicted persons in detention. The Committee has in the past expressed concern about the increasing cost of defence counsel activities, the fact that they are becoming very complex to manage and the fact that their expenditure has become difficult to monitor and control. In this connection, the Registrar informed the Committee, upon enquiry, that new procedures were being contemplated. The Committee encourages such an endeavour and trusts that the development of standard rates will be explored.

69. The cost of detainee services under contractual services is estimated at $3,376,900 (see ibid., para. 54 (b)). The Advisory Committee notes that a new agreement has been concluded with the Government of the Netherlands regarding detention guards and facilities for detainees. There is now one all-inclusive agreement, which includes several

elements previously paid separately by the Tribunal. The overall cost of detention cells totals 6,749,580 guilders ($3,245,000). Two further agreements have been entered into by the Tribunal, one with the Government of Austria for one detention guard, and one with the Government of Denmark for three detention guards. The total cost for these four guards is estimated at $131,900.

70. In 1998 savings under contractual services amounted to $568,300, or 4.7 per cent of the 1998 appropriation of $12,095,700. This included savings of $535,900 related to defence counsel costs, which represented approximately 5 per cent of the appropriation (see A/54/395, para. 13). The expenditure projected for 1999 for contractual services under the Registry indicates estimated savings of $1,305,600, or 7 per cent of the 1999 appropriation of $18,643,300 (see annex I to the present report). Based on prior experience, the Advisory Committee recommends that an appropriation of $18,666,700 be approved for the Registry's contractual service requirements, reflecting a reduction of approximately 5 per cent from the proposed amount.

71. A provision of $13,973,500 is requested for general operating expenses ($9,121,100), alterations to premises ($711,700), supplies and materials ($1,153,800) and acquisition of equipment ($2,986,900) (see A/54/518, paras. 56-59).

72. The provision for general operating expenses of $9,121,100 reflects an increase of $630,900 over the 1999 appropriation. An amount of $3,687,200 is for rental of premises. The Advisory Committee notes that the Tribunal is in the process of acquiring additional office space in 2000 (approximately 5,300 square metres) that will accommodate approximately 210 people. This space, combined with the headquarters building of the Tribunal, will be able to accommodate approximately 860 people in 2000 (see ibid., para. 56).

73. As shown in the 1998 performance report (A/54/395, paras. 14-18), cost savings amounting to $2,007,900, or 17.5 per cent of the amounts appropriated ($11,499,800), were realized in the following expenditure categories: general operating expenses ($647,800), supplies and materials ($508,300), furniture and equipment ($674,300) and alterations to premises ($177,500). The projected expenditure for 1999 for these four categories indicates savings of approximately $1,042,100, or about 7 per cent of the amount appropriated ($14,697,000) (see annex I to the present report). Based on prior experience, the Advisory Committee recommends that an appropriation of $12,576,100 be approved for the four categories of expenditure, reflecting a reduction of approximately 10 per cent from the proposed amount.

74. In the proposals for 2000, demining is included under general operating expenses (see A/54/518, paras. 56 (s) and (x)) and so does not involve any posts. A provision of $292,100 is included in the proposals for demining services: $149,600 for Bosnia and Herzegovina and $142,500 for Kosovo. Upon enquiry, the Advisory Committee was informed that the provisions were based on the most recent demining contracts undertaken by the International Tribunal for the Former Yugoslavia for the 1999 exhumation project in Bosnia and Herzegovina and on the sites planned for exhumation in 2000. In Bosnia and Herzegovina it is envisaged that the Tribunal will once again be required to conduct demining independently of the Stabilization Force. In Kosovo the provision is for demining services beyond those which the Kosovo Force may be able to provide, plus an on-call explosive ordnance disposal team that will provide services to each of the two exhumation teams where necessary. A provision of $189,000 is requested for demining insurance, made up of $63,000 for Bosnia and Herzegovina and $126,000 for Kosovo.

75. The Advisory Committee notes from the update on the actions taken in response to the recommendations contained in the independent experts' study on the Integrated Management Information System (IMIS) of July 1998 (A/53/662 and Corr.1, para. 294) that the experts, in their recommendation 10, had recommended that the Member States approve funding of expenditures for the development of a remote connectivity capability in IMIS to support peacekeeping operations, tribunals and the operations of other interested agencies (see A/54/7/Add.4, annex I). Comments of the Administration indicate that progress has been slower than expected owing to the need to devote the existing resources to other priority activities in the Department of Management and the Department of Peacekeeping Operations. The Committee regrets the lack of progress in the implementation of IMIS in the peacekeeping operations and the Tribunals. The Committee requests that the Secretary-General proceed expeditiously with the implementation of IMIS in the Tribunals and include estimates in the next budget submission in this regard.

76. Based on recent experience, the Advisory Committee is of the opinion that an annual audit of the International Tribunal for the Former Yugoslavia may be counter-productive. It imposes a heavy burden on the Board of Auditors and it does not give officials of the Tribunal sufficient time to implement the observations and recommendations of the Board of Auditors. The Committee

points out that the General Assembly has not as yet pronounced itself on the financial period for the two Tribunals, although the Secretariat has de facto maintained a two-year financial period. Accordingly, the Committee recommends that the financial period for the Tribunal be established to be for two calendar years with a corresponding biennial audit, but with the proviso that an annual budget with an annual assessment will be maintained. The Committee further recommends that audit reports for each Tribunal be produced in separate documents.

III. Conclusions and recommendations

77. On the basis of the recommendations and observations indicated above, the Advisory Committee recommends that the General Assembly approve the appropriation of $106,149,400 gross ($95,942,600 net) for the operations of the International Tribunal for the Former Yugoslavia in 2000. This would represent a reduction of $4,521,500 gross ($4,308,500 net) from the estimate of $110,670,900 gross ($100,251,100 net), indicated in paragraph 62 of the proposed budget (A/54/518). A summary of the post reductions recommended by the Committee and a summary of proposed reclassifications not recommended for approval by the Committee follow:

Summary of post reductions recommended by the Advisory Committee on Administrative and Budgetary Questions

Organizational unit	*Posts*	*Paragraph No.*
Office of the Prosecutor		
Chief, Trial Support Unit, Prosecution Division	1 P-2	25
Team Legal Advisers Unit, Prosecution Division	2 P-3	25
Legal Advisory Section, Prosecution Division	1 General Service	27
Kosovo Team, Investigation Division	1 P-4, 5 P-3, 3 P-2	31
Fugitive Intelligence and Sensitive Source Unit, Investigation Division	1 P-3	32
Administrative Support Pool, Investigations Division	1 General Service	34
Information Support Unit, Investigation Division	2 General Service	36
Registry		
Office of the Registrar	1 P-4 and 1 General Service	50
Public Information Services	1 General Service	50
Office of the Deputy Registrar	1 P-3	50
Security and Safety Section	2 security officers	57
Finance Section	1 P-2 and 2 General Service	59
Human Resources Section	3 General Service	60
Electronic Support and Communications Section	4 General Service	62
General Service Section	1 General Service	62
Total of 34 posts (16 Professional, 16 General Service and 2 security officers) not recommended for approval for 2000		

Summary of proposed reclassifications not recommended for approval by the Advisory Committee on Administrative and Budgetary Questions

Organizational unit	*Posts*	*Paragraph No.*
Office of the Prosecutor		
Team Legal Advisers Unit, Prosecution Division	3 P-4 to P-5	26
Legal Advisory Section, Prosecution Division	1 P-3 to P-4	28
Registry		
Office of the General Counsel	1 P-5 to D-1	53

Annex I

Expenditure forecast for the International Tribunal for the Former Yugoslavia, 1999

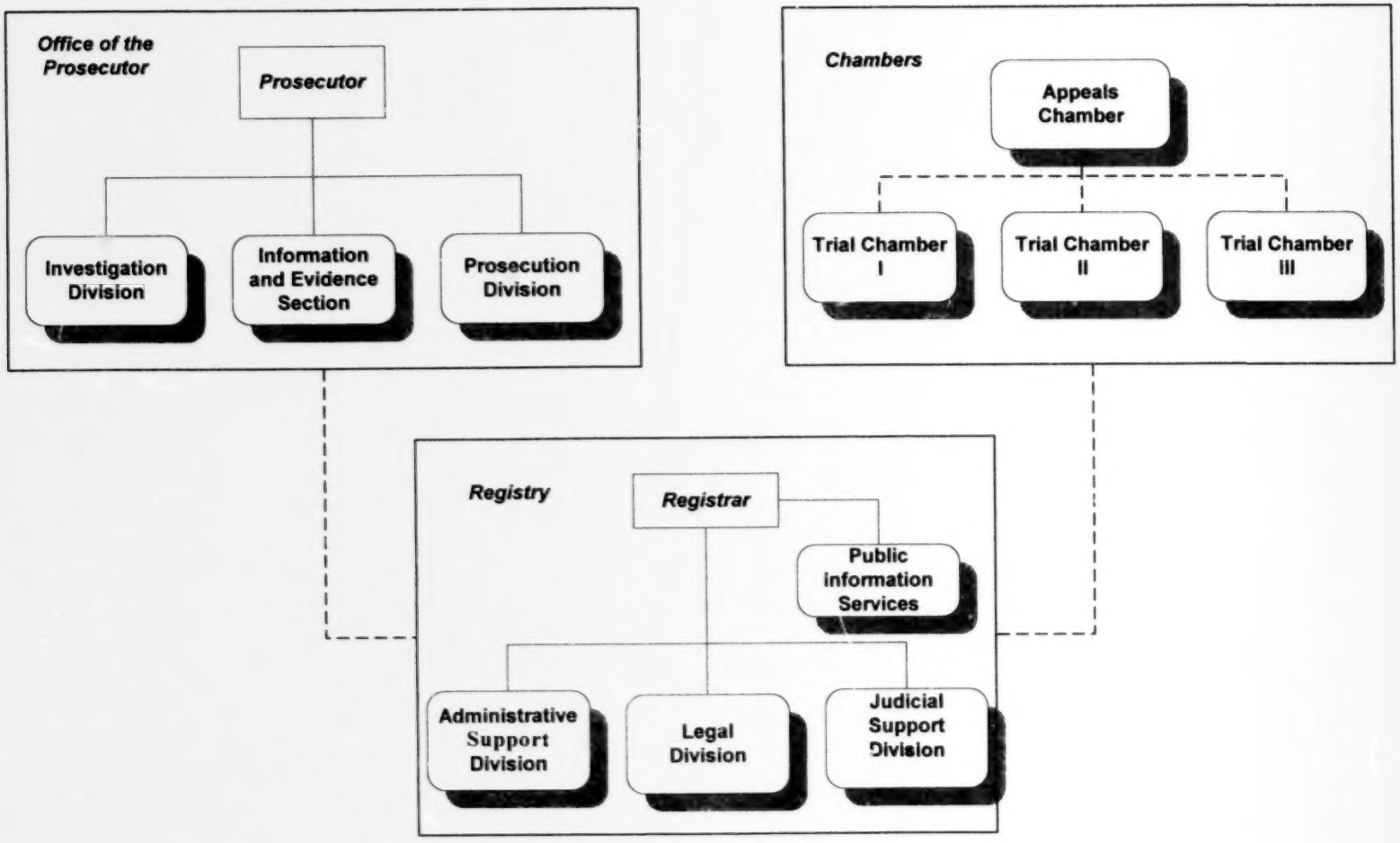
(Thousands of United States dollars)

		Expenditures			
	Appropriation	*As at 30 September*	*Projected October to December*	*Forecast 1999*	*Variance*
Total					
Temporary posts	46 006.7	30 079.6	12 856.1	42 935.7	3 071.1
Other staff costs	6 774.3	2 718.2	2 030.0	4 748.2	2 026.1
Compensations to judges	2 521.2	1 825.8	666.8	2 492.6	28.6
Consultants and experts	441.1	75.8	106.3	182.1	259.0
Travel	4 955.3	3 624.2	846.4	4 470.6	484.7
Contractual services	18 709.4	15 812.2	1 576.2	17 388.4	1 321.0
Hospitality	4.0	1.5	4.0	5.5	(1.5)
General operating expenses	8 490.2	5 817.1	2 548.3	8 365.4	124.8
Supplies and materials	1 309.8	579.7	350.8	930.5	379.3
Acquisition of equipment	3 887.7	1 870.7	1 964.3	3 835.0	52.7
Construction, alterations	1 009.3	91.8	450.0	541.8	467.5
Total, net	**94 103.8**	**62 496.6**	**23 399.2**	**85 890.6**	**8 213.2**
Chambers					
Temporary posts	0.0	0.0	0.0	0.0	0.0
Other staff costs	0.0	0.0	0.0	0.0	0.0
Compensations to judges	2 521.2	1 825.8	666.8	2 492.6	28.6
Consultants and experts	15.0	8.7	6.3	15.0	0.0
Travel	65.2	33.8	31.4	65.2	0.0
Total, net	**2 601.4**	**1 868.3**	**704.5**	**2 572.8**	**28.6**
Office of the Prosecutor					
Temporary posts	22 932.4	15 579.4	6 316.9	21 896.3	1 036.1
Other staff costs	1 817.0	680.5	630.0	1 310.5	506.5
Consultants and experts	63.6	62.0	50.0	112.0	(48.4)
Travel	1 956.2	1 695.0	600.0	2 295.0	(338.8)
Contractual services	66.1	9.7	40.0	49.7	16.4
Total, net	**26 835.3**	**18 026.6**	**7 636.9**	**25 663.5**	**1 171.8**
Registry					
Temporary posts	23 074.3	14 500.2	6 539.2	21 039.4	2 034.9
Other staff costs	4 957.3	1 904.4	1 300.0	3 204.4	1 752.9
Consultants and experts	362.5	5.1	50.0	55.1	307.4
Travel	2 933.9	1 771.5	200.0	1 971.5	962.4
Contractual services	18 643.3	15 801.7	1 536.0	17 337.7	1 305.6

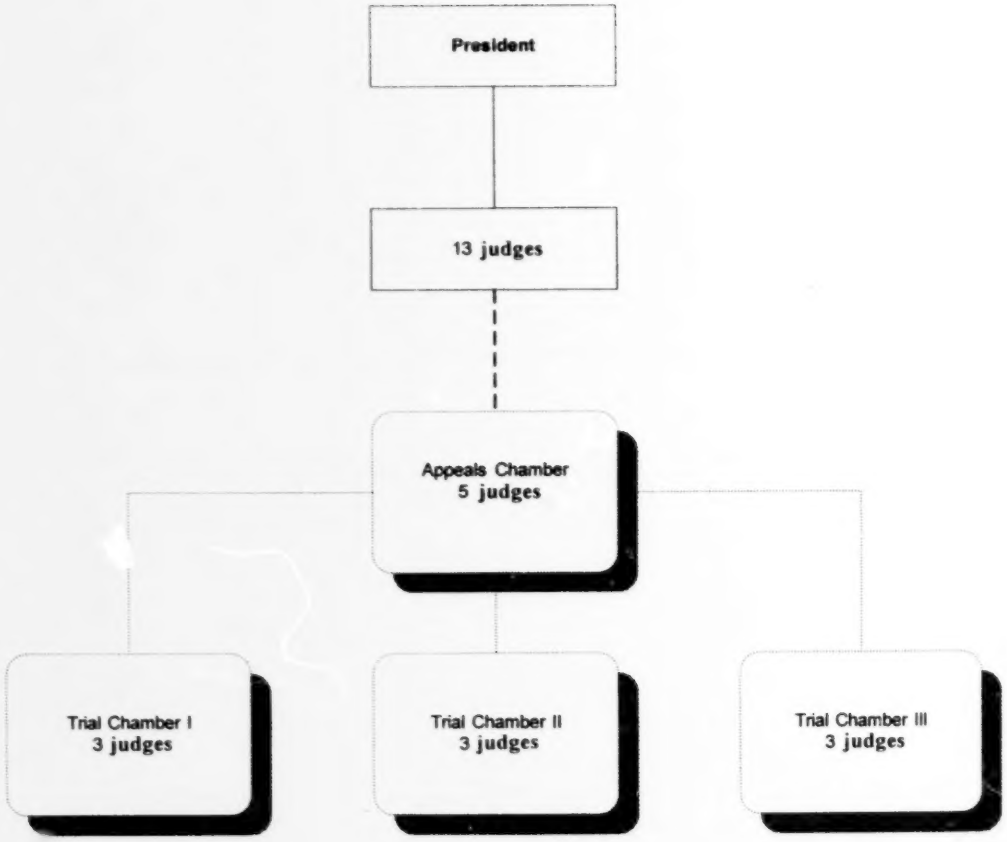
	Appropriation	Expenditures			Variance
		As at 30 September	Projected October to December	Forecast 1999	
Hospitality	4.0	1.5	4.0	5.5	(1.5)
General operating expenses	8 409.2	5 809.1	2 540.0	8 349.1	141.1
Supplies and materials	1 309.8	579.0	350.0	929.0	380.8
Acquisition of equipment	3 887.7	1 870.7	1 964.3	3 835.0	52.7
Construction, alterations	1 009.3	91.8	450.0	541.8	467.5
Total, net	**64 667.1**	**42 335.0**	**14 928.3**	**57 263.3**	**7 403.8**
Expert Group					
Other staff costs	0.0	133.3	100.0	233.3	(233.3)
Travel	0.0	123.9	15.0	138.9	(138.9)
Contractual services	0.0	0.8	0.2	1.0	(1.0)
General operating expenses	0.0	8.0	8.3	16.3	(16.3)
Supplies and materials	0.0	0.7	0.8	1.5	(1.5)
Total, net	**0.0**	**266.7**	**124.3**	**391.0**	**(391.0)**

Annex II
Detailed organization charts

A. International Tribunal for the Former Yugoslavia, 2000

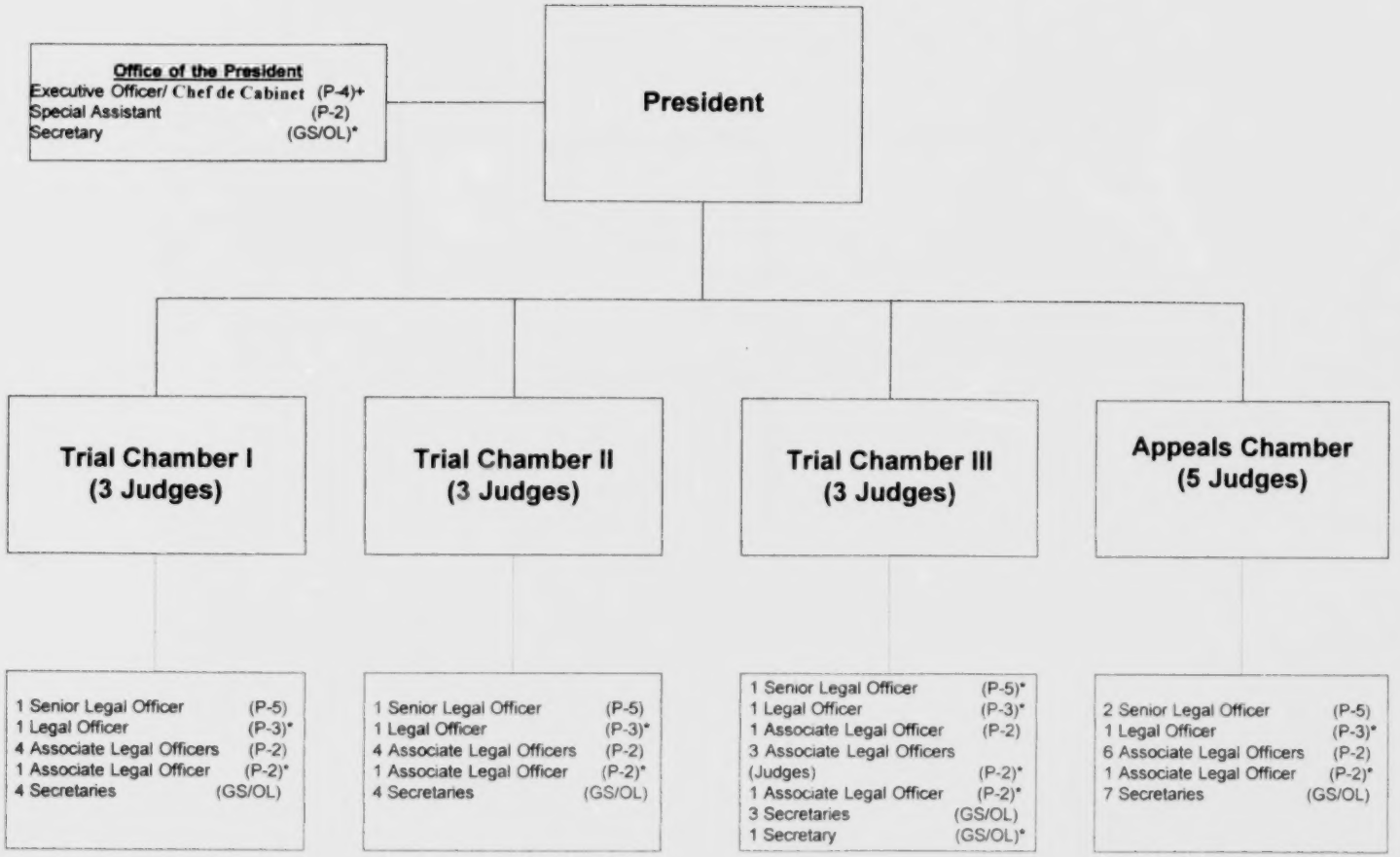


B. Chambers, 2000



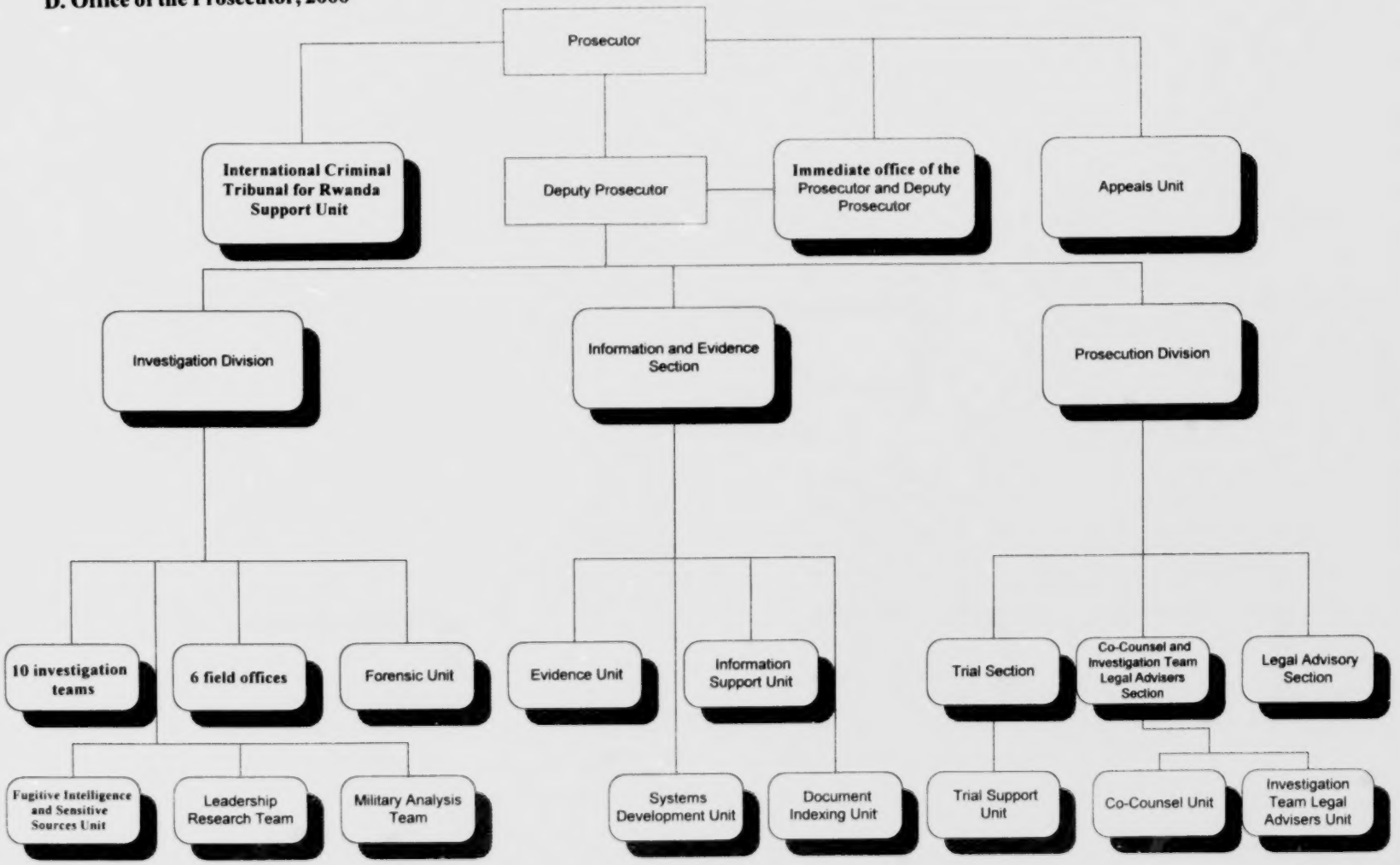
C. Support for the Chambers

Chambers Legal Section, Registry, 2000

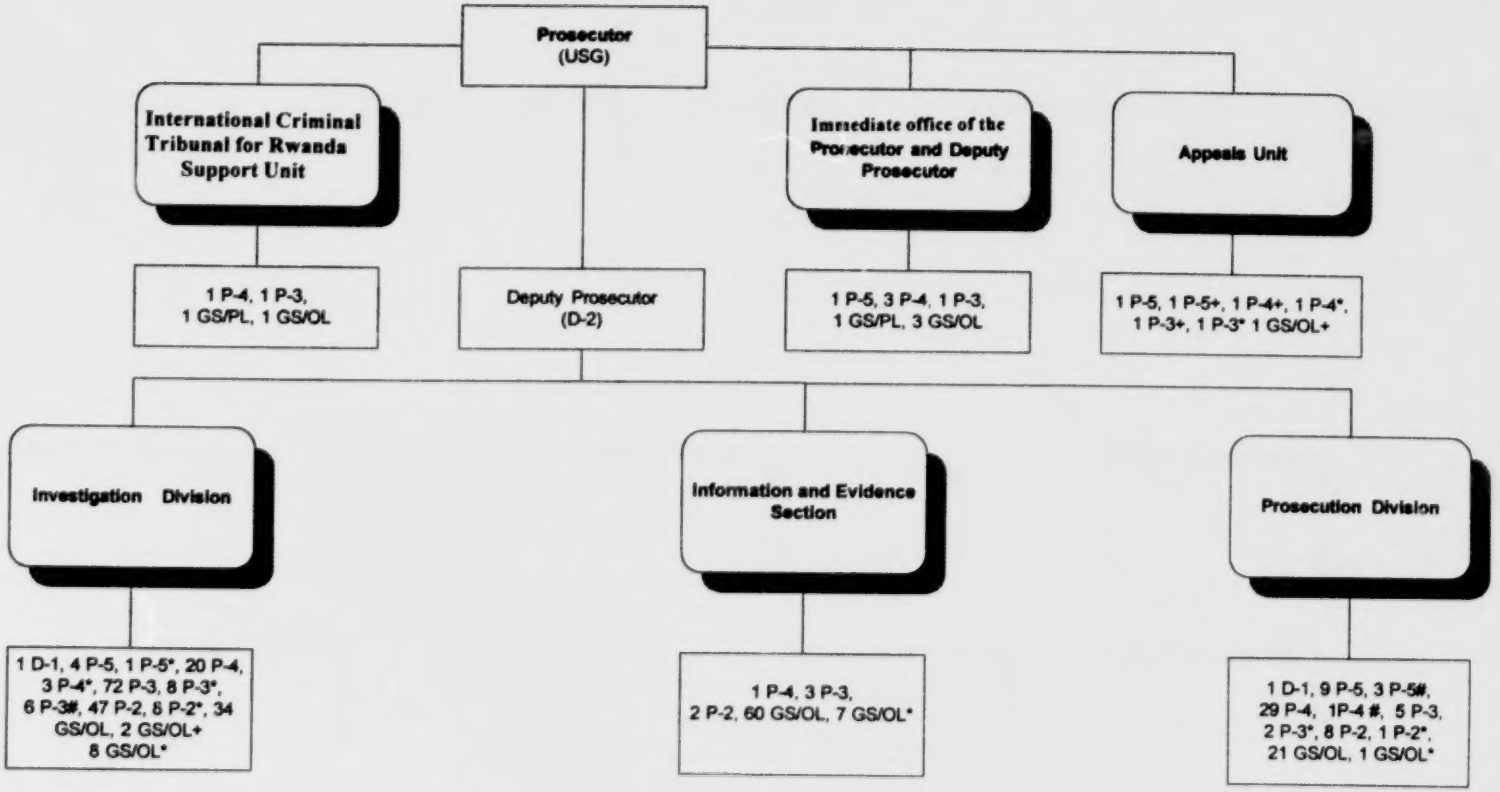


\# Reclassified post.
\+ Redeployed post.
* New post.

D. Office of the Prosecutor, 2000

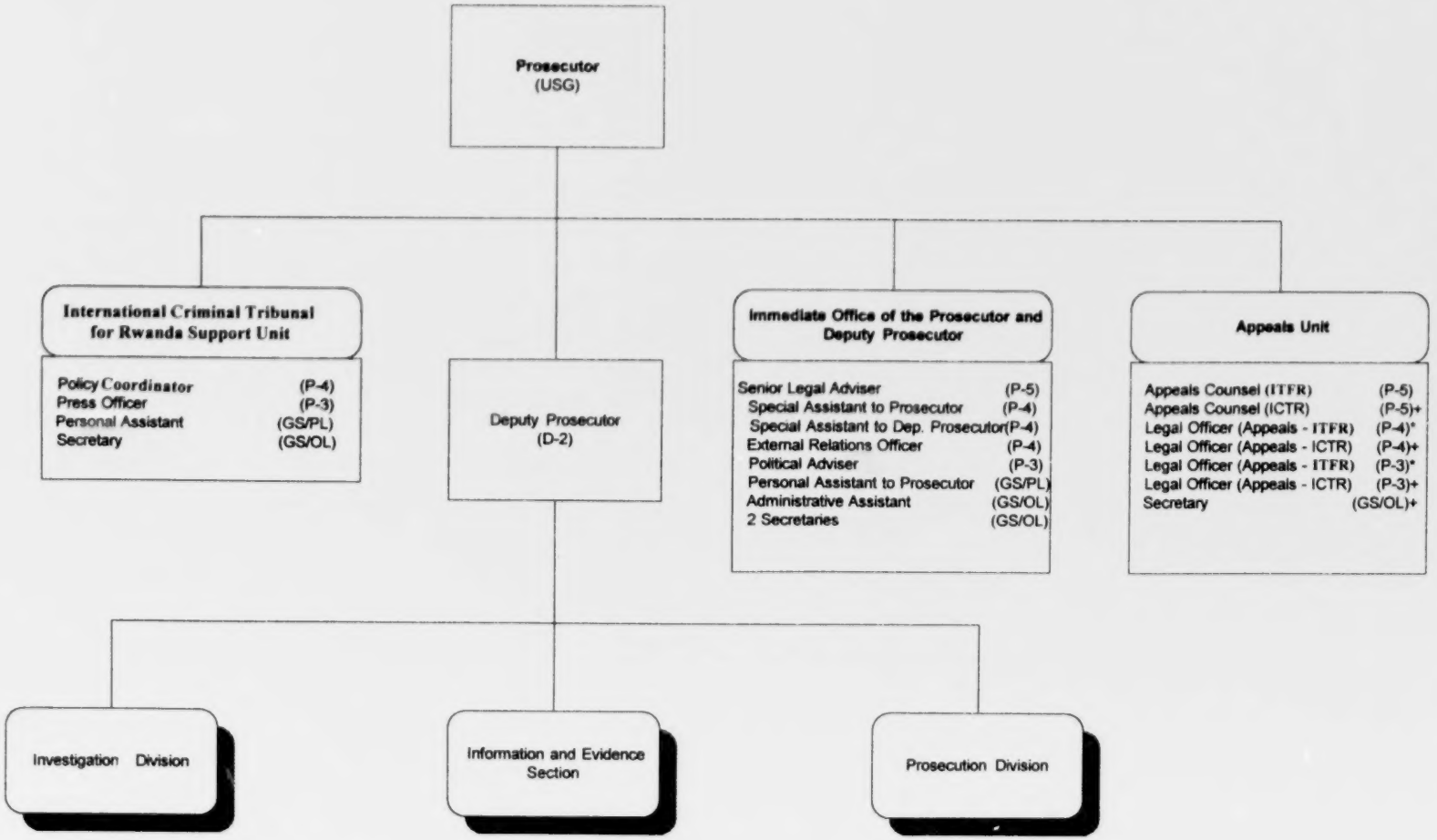


E. Office of the Prosecutor
Post summary, 2000


Prosecutor
(USG)
International Criminal Tribunal for Rwanda Support Unit
Immediate office of the Prosecutor and Deputy Prosecutor
Appeals Unit
1 P-4, 1 P-3,
1 GS/PL, 1 GS/OL
Deputy Prosecutor
(D-2)
1 P-5, 3 P-4, 1 P-3,
1 GS/PL, 3 GS/OL
1 P-5, 1 P-5+, 1 P-4+, 1 P-4*,
1 P-3+, 1 P-3* 1 GS/OL+
Investigation Division
Information and Evidence Section
Prosecution Division
1 D-1, 4 P-5, 1 P-5*, 20 P-4,
3 P-4*, 72 P-3, 8 P-3*,
6 P-3#, 47 P-2, 8 P-2*, 34
GS/OL, 2 GS/OL+
8 GS/OL*
1 P-4, 3 P-3,
2 P-2, 60 GS/OL, 7 GS/OL*
1 D-1, 9 P-5, 3 P-5#,
29 P-4, 1P-4 #, 5 P-3,
2 P-3*, 8 P-2, 1 P-2*,
21 GS/OL, 1 GS/OL*

\# Reclassified post.
\+ Redeployed post.
* New post.

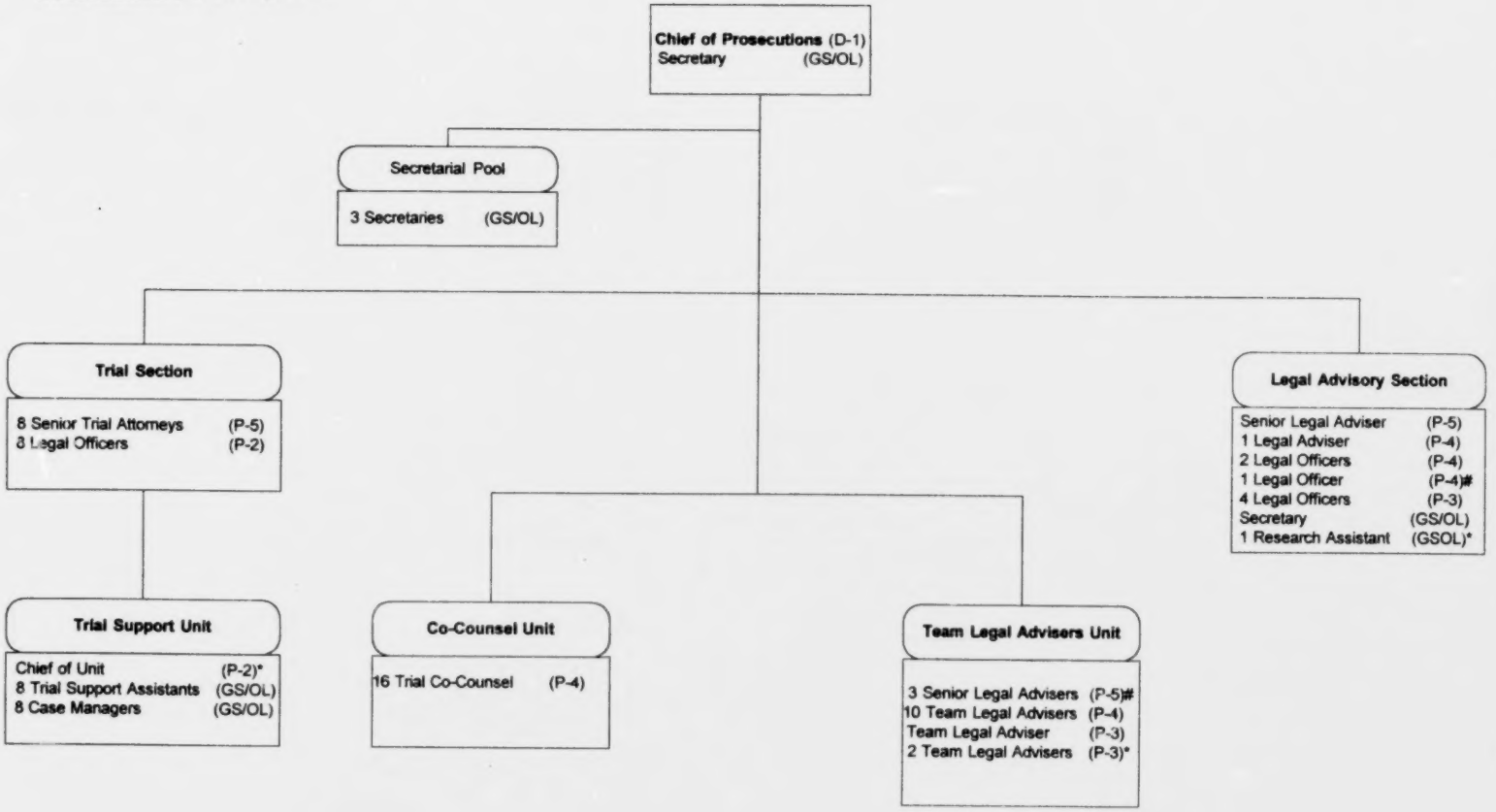
F. Office of the Prosecutor
Immediate office of the Prosecutor, 2000



ITFR, International Tribunal for the Former Yugoslavia;
ICTR, International Criminal Tribunal for Rwanda

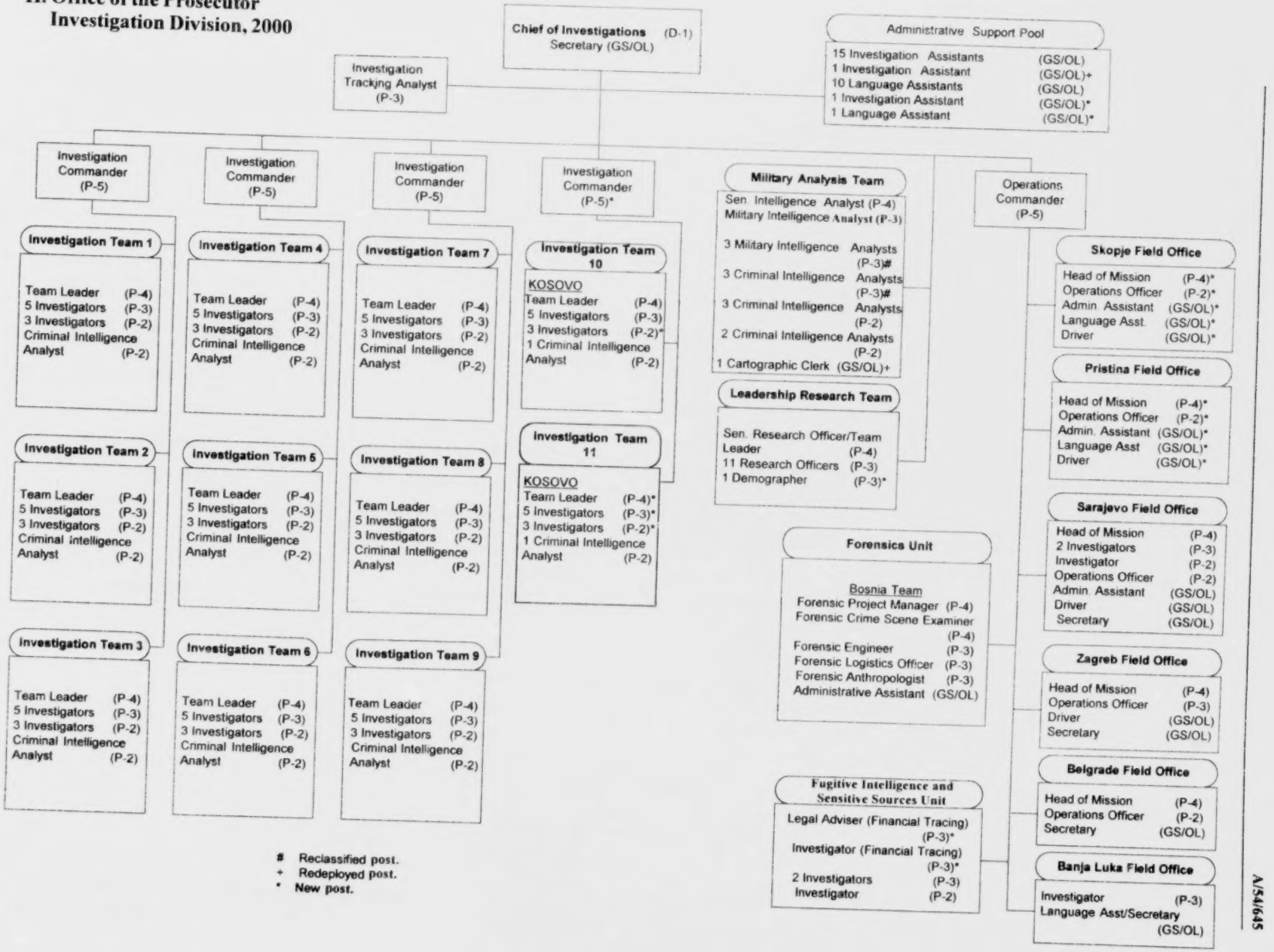
* New post.
\+ Redeployed post.

G. Office of the Prosecutor
Prosecution Division, 2000



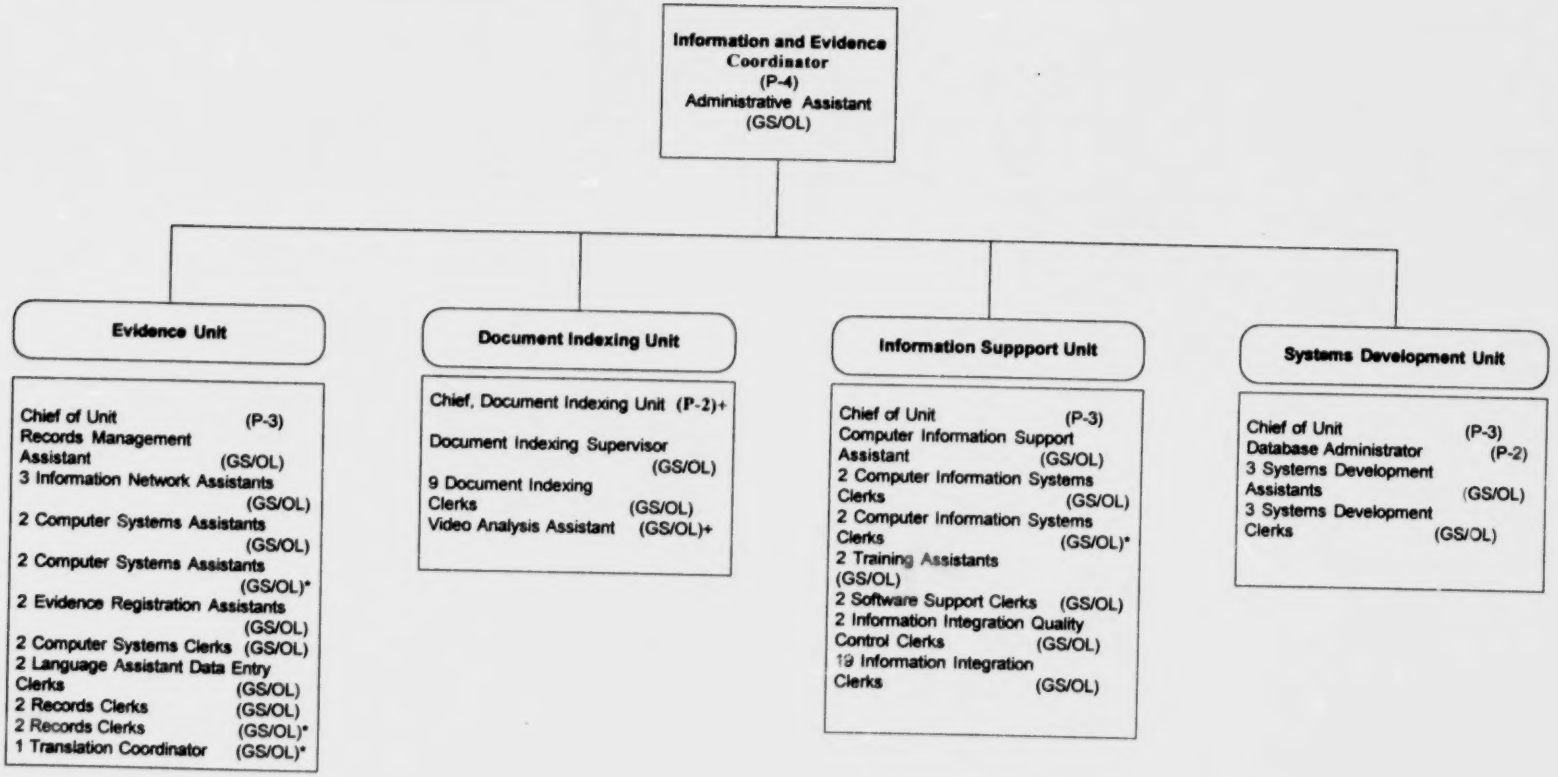
* New post.
\+ Redeployed post.
\# Reclassified post.

H. Office of the Prosecutor
Investigation Division, 2000



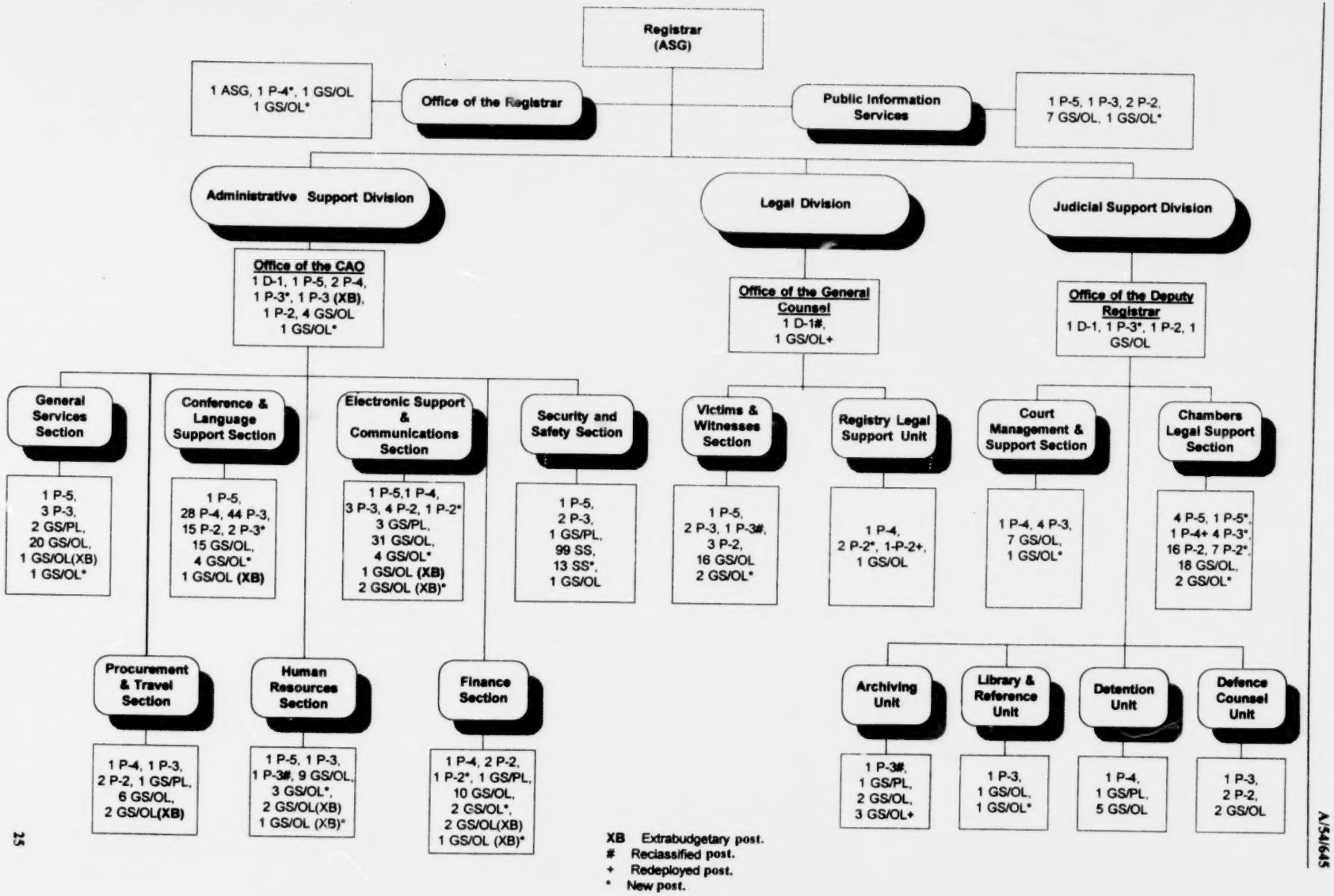
\# Reclassified post.
\+ Redeployed post.
* New post.

I. Office of the Prosecutor
Information and Evidence Section, 2000


Information and Evidence Coordinator (P-4)
Administrative Assistant (GS/OL)
Evidence Unit
Chief of Unit (P-3)
Records Management Assistant (GS/OL)
3 Information Network Assistants (GS/OL)
2 Computer Systems Assistants (GS/OL)
2 Computer Systems Assistants (GS/OL)*
2 Evidence Registration Assistants (GS/OL)
2 Computer Systems Clerks (GS/OL)
2 Language Assistant Data Entry Clerks (GS/OL)
2 Records Clerks (GS/OL)
2 Records Clerks (GS/OL)*
1 Translation Coordinator (GS/OL)*
Document Indexing Unit
Chief, Document Indexing Unit (P-2)+
Document Indexing Supervisor (GS/OL)
9 Document Indexing Clerks (GS/OL)
Video Analysis Assistant (GS/OL)+
Information Suppport Unit
Chief of Unit (P-3)
Computer Information Support Assistant (GS/OL)
2 Computer Information Systems Clerks (GS/OL)
2 Computer Information Systems Clerks (GS/OL)*
2 Training Assistants (GS/OL)
2 Software Support Clerks (GS/OL)
2 Information Integration Quality Control Clerks (GS/OL)
19 Information Integration Clerks (GS/OL)
Systems Development Unit
Chief of Unit (P-3)
Database Administrator (P-2)
3 Systems Development Assistants (GS/OL)
3 Systems Development Clerks (GS/OL)

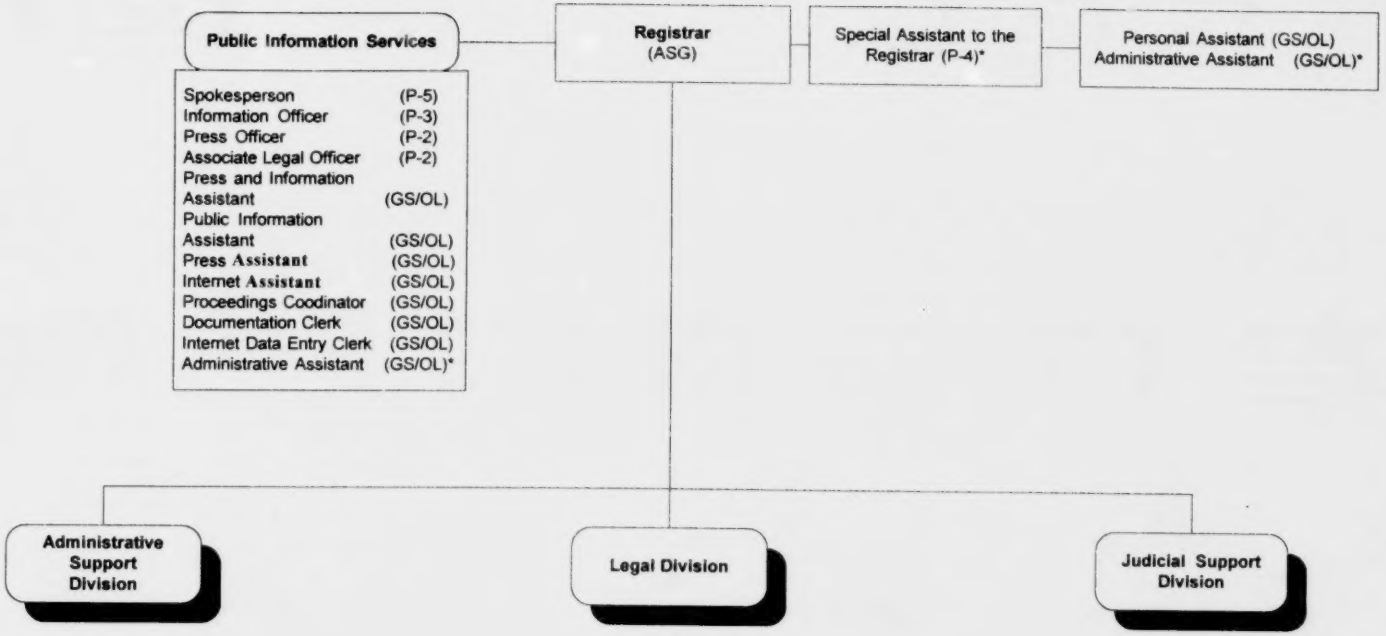
* New post.
\+ Redeployed post.
\# Reclassified post.

J. Registry
Posts by office, 2000


Registrar (ASG)
1 ASG, 1 P-4*, 1 GS/OL 1 GS/OL*
Office of the Registrar
Public Information Services
1 P-5, 1 P-3, 2 P-2, 7 GS/OL, 1 GS/OL*
Administrative Support Division
Legal Division
Judicial Support Division
Office of the CAO
1 D-1, 1 P-5, 2 P-4, 1 P-3*, 1 P-3 (XB), 1 P-2, 4 GS/OL 1 GS/OL*
Office of the General Counsel
1 D-1#, 1 GS/OL+
Office of the Deputy Registrar
1 D-1, 1 P-3*, 1 P-2, 1 GS/OL
General Services Section
1 P-5, 3 P-3, 2 GS/PL, 20 GS/OL, 1 GS/OL(XB) 1 GS/OL*
Conference & Language Support Section
1 P-5, 28 P-4, 44 P-3, 15 P-2, 2 P-3* 15 GS/OL, 4 GS/OL* 1 GS/OL (XB)
Electronic Support & Communications Section
1 P-5,1 P-4, 3 P-3, 4 P-2, 1 P-2* 3 GS/PL, 31 GS/OL, 4 GS/OL* 1 GS/OL (XB) 2 GS/OL (XB)*
Security and Safety Section
1 P-5, 2 P-3, 1 GS/PL, 99 SS, 13 SS*, 1 GS/OL
Victims & Witnesses Section
1 P-5, 2 P-3, 1 P-3#, 3 P-2, 16 GS/OL 2 GS/OL*
Registry Legal Support Unit
1 P-4, 2 P-2*, 1-P-2+, 1 GS/OL
Court Management & Support Section
1 P-4, 4 P-3, 7 GS/OL, 1 GS/OL*
Chambers Legal Support Section
4 P-5, 1 P-5*, 1 P-4+ 4 P-3*, 16 P-2, 7 P-2*, 18 GS/OL, 2 GS/OL*
Procurement & Travel Section
1 P-4, 1 P-3, 2 P-2, 1 GS/PL, 6 GS/OL, 2 GS/OL(XB)
Human Resources Section
1 P-5, 1 P-3, 1 P-3#, 9 GS/OL, 3 GS/OL*, 2 GS/OL(XB) 1 GS/OL (XB)*
Finance Section
1 P-4, 2 P-2, 1 P-2*, 1 GS/PL, 10 GS/OL, 2 GS/OL*, 2 GS/OL(XB) 1 GS/OL (XB)*
Archiving Unit
1 P-3#, 1 GS/PL, 2 GS/OL, 3 GS/OL+
Library & Reference Unit
1 P-3, 1 GS/OL, 1 GS/OL*
Detention Unit
1 P-4, 1 GS/PL, 5 GS/OL
Defence Counsel Unit
1 P-3, 2 P-2, 2 GS/OL

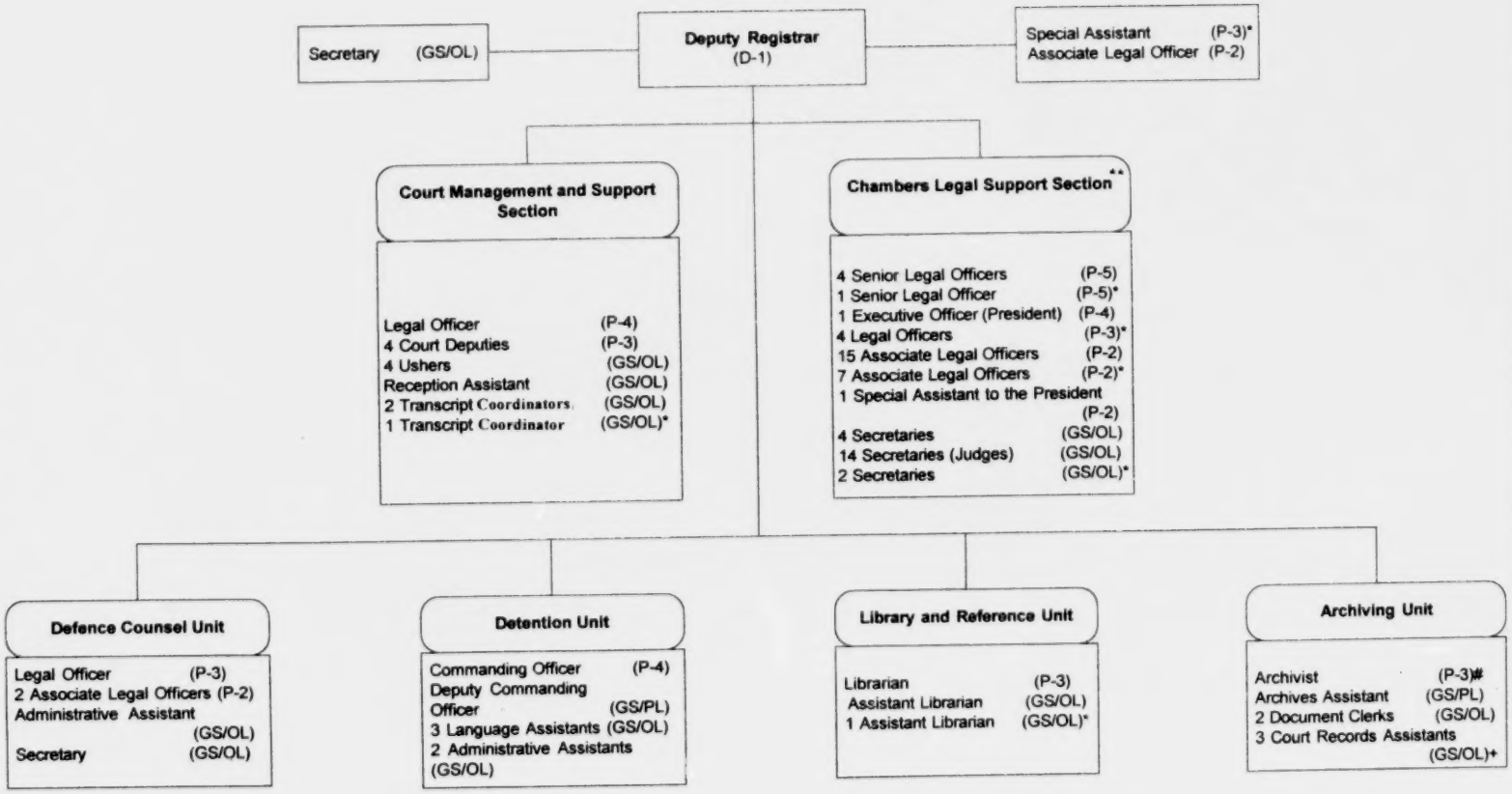
XB Extrabudgetary post.
Reclassified post.
+ Redeployed post.
* New post.

K. Registry
Office of the Registrar
Public Information Services, 2000



* New post.
\# Reclassified post.
\+ Redeployed post.

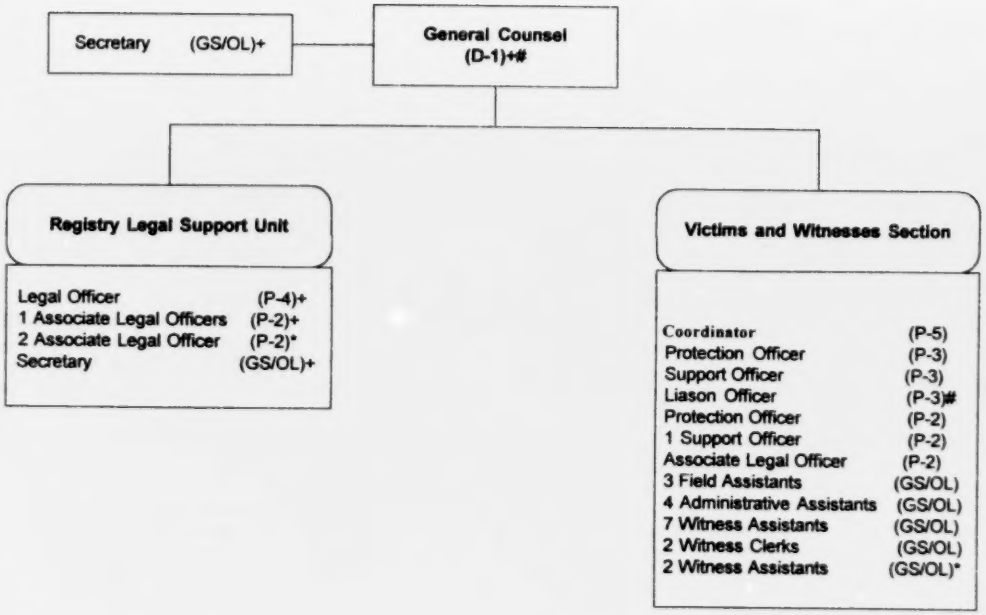
L. Registry
Judicial Support Division, 2000



**Please see annex II.C for detailed assignment of the Chambers Legal Support Section.

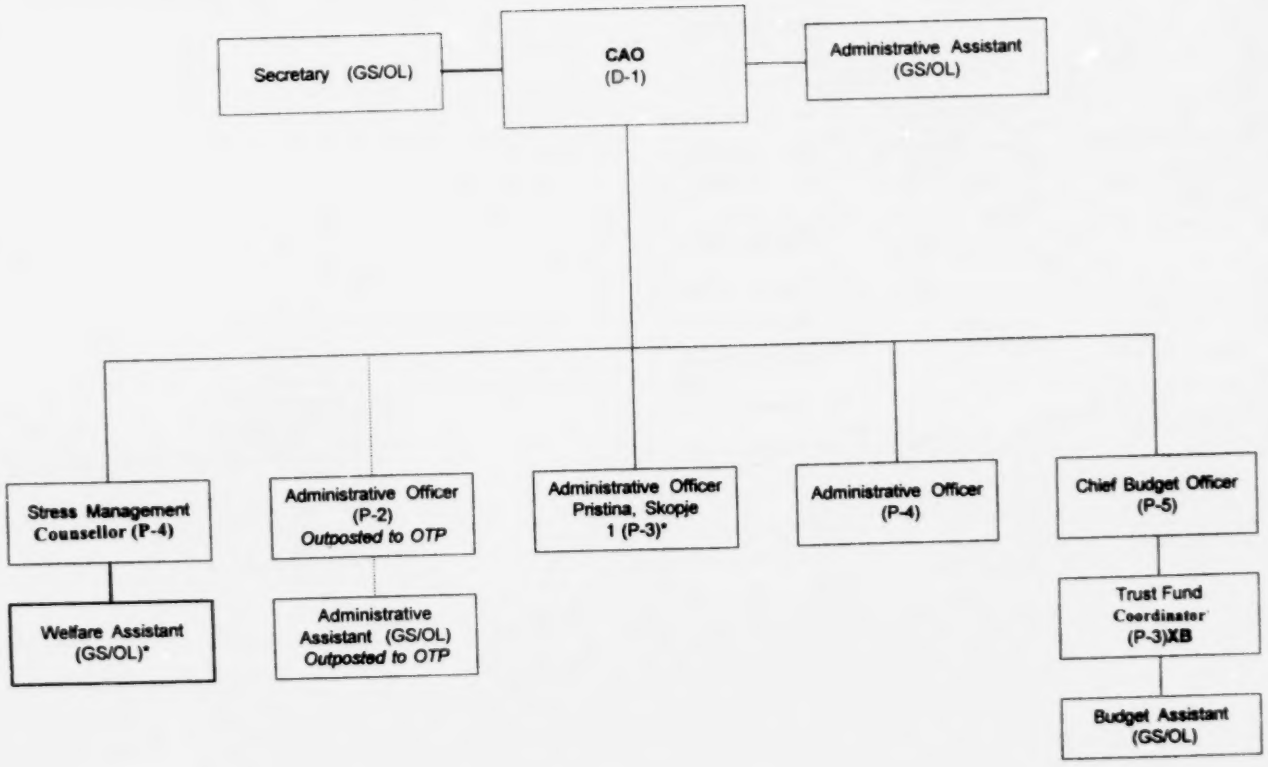
* New post.
\+ Redeployed post.
\# Reclassified post.

M. Registry
Legal Division, 2000



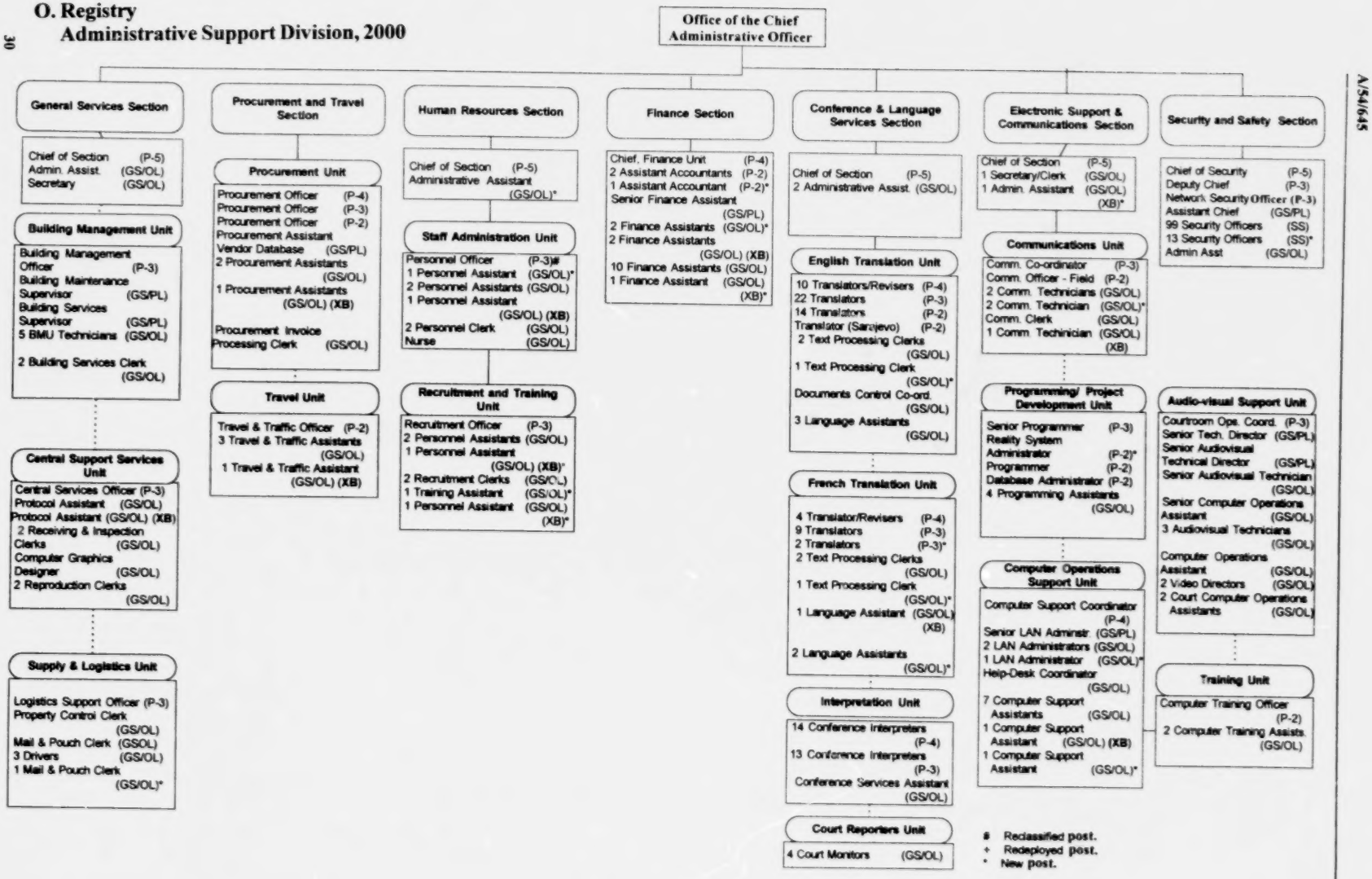
* New post.
\+ Redeployed post.
\# Reclassified post.

N. Registry
Office of the Chief Administrative Officer, 2000



XB Extrabudgetary post.
3 Reclassified post.
+ Redeployed post.
* New post.

O. Registry
Administrative Support Division, 2000



\# Reclassified post.
\+ Redeployed post.
* New post.

Annex III

Statistics for authorized posts for the International Tribunal for the Former Yugoslavia by office, category and grade

(as at 23 November 1999)

Grade	*Authorized*	*Encumbered*	*Vacant*	*Vacancy rate (percentage)*
Office of the Prosecutor				
Immediate office of the Prosecutor	19	16	3	15.8
Subtotal for Division	**19**	**16**	**3**	**15.8**
Prosecution Division				
Office of the Chief, Prosecution Division	39	39		0.0
Trial Section	16	15	1	6.3
Team Legal Advisers Unit	14	13	1	7.1
Legal Advisory Section	10	9	1	10.0
Subtotal	**79**	**76**	**3**	**3.8**
Investigation Division				
Office of the Chief, Investigation Division	28	27	1	3.6
Criminal Investigation Section I	31	28	3	9.7
Criminal Investigation Section II	29	28	1	3.4
Criminal Investigation Section III	41	36	5	12.2
Leadership Research Section	12	12		0.0
Military Analysis Section	13	12	1	7.7
Operations Section	27	22	5	18.5
Kosovo operations, general temporary assistance				0.0
Subtotal	**181**	**165**	**16**	**8.8**
Information and Evidence Section				
Information and Evidence Section	67	62	5	7.5
Subtotal	**67**	**62**	**5**	**7.5**
Subtotal for the Office of the Prosecutor	**346**	**319**	**27**	**7.8**
Registry				
Office of the Registrar				
Office of the Registrar	4	4		0.0
Public Information Unit	11	11		0.0
Security and Safety Section	104	100	4	3.8
Registry Legal Support Unit	4	4		0.0
Subtotal	**123**	**119**	**4**	**3.3**

Grade	*Authorized*	*Encumbered*	*Vacant*	*Vacancy rate (percentage)*
Judicial Support Services Division				
Office of the Deputy Registrar	3	3		0.0
Chambers Legal Support Section	38	38		0.0
Victims and Witnesses Section	23	21	2	8.7
Court Management and Support Section	15	12	3	20.0
Detention Unit	7	5	2	28.6
Defence Counsel Unit	5	5		0.0
Library and Reference Unit	2	2		0.0
Archiving Unit	4	4		0.0
Subtotal	**97**	**90**	**7**	**7.2**
Administration Division				
Office of the Chief Administrative Officer	9	9		0.0
Human Resources Section	12	11	1	8.3
Finance Section	14	14		0.0
General Services Section	26	25	1	3.8
Electronic Support and Communications Section	43	38	5	11.6
Conference and Language Support Section	103	90	13	12.6
Procurement and Travel Section	11	10	1	9.1
Subtotal for Division	**218**	**197**	**21**	**9.6**
Subtotal for the Registry	**438**	**406**	**32**	**7.3**
Total	**784**	**725**	**59**	**7.5**